

PERSON SPECIFICATION FOR THE POST OF Mid Notts Care Home Nurse Specialist

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation.

Job Related Criteria	Essential	How Identified	Desirable	How Identified
Values and Behaviours	<p>All colleagues are expected to demonstrate that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: Trust Honesty Respect Compassion Teamwork</p> <p>All colleagues are expected to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion (EDI) and how it applies to their role. The Trust's expectations are highlighted within our EDI Policy, and associated EDI and Human Rights legislation</p>			
Qualifications (Academic/Professional)	<p>1st Level Registered Nurse</p> <p>Evidence of 120 level 2 credits in diploma level study</p> <p>BSc Honours Degree or equivalent must have evidence of studying at degree level.</p> <p>Independent nurse prescriber V300 or willing to work towards this qualification</p>	<p>A I</p> <p>A I</p> <p>A I</p>	<p>Management of Long Term Conditions.</p> <p>Evidence of recent degree level study</p> <p>Recognised teaching and mentoring qualification</p>	<p>A I</p> <p>A I</p>
Previous Experience (Nature & Level)	<p>Evidence of working at a senior level</p> <p>Understanding of local and national priorities in relation to patient's long-term conditions.</p> <p>Evidence of teaching and assessing in clinical practice</p> <p>Evidence of ability to direct and co-ordinate programmes of care working autonomously and collaboratively</p>	<p>I R</p> <p>I R</p> <p>I R</p>	<p>Multi-disciplinary Working</p> <p>Experience of working in a variety of healthcare settings.</p>	<p>I R</p>

	<p>Up-to-date professional portfolio demonstrating evidence of reflective practice and ongoing professional development</p> <p>Experience of leading/managing a team</p> <p>Can demonstrate knowledge of case management</p> <p>Evidence of having used expert knowledge, advanced nursing practice and autonomous decision making to manage patients in community and residential care home settings.</p> <p>Competent in physical examination and history taking, diagnosis and treatment planning</p>			
Team Working	<p>Evidence of effective team working and organisational skills</p> <p>Experience of working between primary and secondary care settings</p> <p>Evidence of working in partnership and collaboration with other professionals/organisations</p> <p>Experience in implementing change to promote high quality health outcomes.</p>	<p>A I</p> <p>A I</p> <p>A I</p> <p>A I</p>		

Leadership	<ul style="list-style-type: none"> • Evidence of the ability to champion issues of vulnerable people • Evidence of the ability to perform effectively in a changing, stressful situation • Effective presentation skills • Evidence of effective leadership-influencing and initiating service developments and orchestrating change • Clinical leadership training e.g. LEO 	I I I I A I	<ul style="list-style-type: none"> • Evidence of innovative practice 	A I
Communication skills	<ul style="list-style-type: none"> • Evidence of excellent ability to communicate both verbally and in writing at all levels in multidisciplinary forums and with users and carers • Experience of teaching and dissemination of knowledge to enhance the skills of others • Evidence of using IT systems 	A I A I		
Evidence of Particular- -Knowledge -Skills -Aptitudes	<p>Excellent verbal / /written communication skills</p> <p>People and Resource Management</p> <p>Analytical and Diplomatic</p> <p>Motivated</p> <p>Able to lead by example</p> <p>Excellent organisational skills</p> <p>Negotiation skills</p> <p>Managing change</p> <p>Can demonstrate up to date evidence based clinical skills</p> <p>Politically aware</p> <p>Computer literate</p> <p>Confident to highlight and address under performance</p>	A I R	<p>Project Management</p> <p>Change Management</p>	I A I A

Job Related Criteria	Essential	How Identified	Desirable	How Identified
Physical Requirements	<p>Able to deliver the principle accountabilities identified in job description in a variety of settings.</p> <p>Ability to undertake Manual Handling Procedures in line with Trust Policy.</p> <p>Ability to write written reports and respond to clinical need.</p> <p>Have dexterity and co-ordination required for patient care (e.g. venepuncture, removal of sutures, etc.).</p> <p>To deliver the principle accountabilities identified in the job description.</p> <p>To deal with difficult family situations or circumstances, including care of the dying and patients with life limiting conditions, and supports team members in such situations.</p> <p>Also to support team members in line with the Post Incident Support Policy following any untoward incident, complaints, clinical incidents and drug errors a staff member may be involved in.</p>	All at Interview		
Special Requirements	Flexible to meet service need	I		
Travelling	Ability to travel between locations. A full UK driving licence and vehicle for business use is required for this post; however reasonable adjustments will be made for disabled individuals in line with the Equality Act 2010.	I		

PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT 2010