

PERSON SPECIFICATION

CONTINENCE ADVISOR CONTINENCE ADVISORY SERVICE

1. Knowledge, skills and training		Essential	Desirable	Assessment method	Interview Score*
1.1	RGN level 1	Yes		certification	
1.2	Evidence of continued professional development	Yes		Portfolio	
1.3	Teaching and presentation skills	Yes		e.g. certification and/ or Portfolio	
1.4	Educated to post graduate degree level or working towards		Yes	certification	
1.5	Further clinical qualification in continence care		Yes	certification	
1.6	Ability to critically analyse research and evidence based literature.		Yes	Interview	
2. Job specific experience		Essential	Desirable	Assessment method	
2.1	Minimum 3 years post registration experience	Yes		e.g. application form/references/ interview	
2.2	Knowledge of evidence and research-based continence care	Yes		Interview	
2.3	Application of clinical theory into practice		Yes	Interview	
2.4	Community Nursing experience		Yes	Application form	
3. Managerial/supervisory experience		Essential	Desirable	Assessment method	
3.1	Experience in supporting junior staff		Yes	Interview	
4. Finance & Resources		Essential	Desirable	Assessment method	
4.1	Awareness of budgetary restraints		Yes	e.g. application form/references/ interview	
5. Information Technology		Essential	Desirable	Assessment method	

5.1	Basic IT skills, normally obtained through practice or practical training.	Yes		Application form/certification	
5.2	Working knowledge of System 1		Yes	Application form/Interview	
6. Personal qualities/attributes		Essential	Desirable	Assessment method	
6.1	Proof of commitment to providing good nursing care	Yes		Interview	
6.2	Ability to work as part of team	Yes		Interview	
7. Business travel		Essential	Desirable	Assessment method	Interview score*
7.1	Subject to the provisions of the Disability Discrimination Act, able to travel using own vehicle on Trust business.	Level 1			
8. Additional requirements		Essential	Desirable		
8.1	Demonstrable skills in written and spoken English, adequate to enable the post holder to carry out the role effectively	Yes			

***Essential / desirable car user definitions**

Level 1 – (Essential) post holder is required to:

- travel an average of more than 3,500 miles a year;
- or travel an average of at least 1,250 miles a year; and necessarily use their car an average of 3 days a week; or spend an average of at least 50% of their time on such travel; including duties performed during the visits;
- or travel an average of at least 1,000 miles a year and spend an average of 4 days a week on such travel, including the duties performed during the visits.

Level 2 – (Essential) users who use their own vehicles for official journeys other than in the circumstances described under Level 1 above.

Level 3 (Desirable) non- car users who may exceptionally be required to travel on Trust business where such journeys could also be reasonably be made by public transport.