

Person Specification

Job Title:	Advanced Clinical Practitioner
Grade:	Band 8a
Reports To:	Divisional Director for Urgent and Emergency Care

	Essential or Desirable Criteria	Assessment Method			
		A	I	R	
Education and Qualifications					
• Master's Degree in Advanced Practice	E		✓		
• Registered Nurse or AHP	E		✓		✓
• Advanced clinical skills, including phlebotomy and venous cannulation.		D	✓	✓	✓
• Mentorship or teaching qualification		D	✓	✓	
• Management qualification		D	✓	✓	
Experience					
• Up to date evidence of 4 Pillars of Practice		D	✓		✓
• Recent acute care experience at AFC band 6 or above	E		✓		✓
• Competence in the interpretation of diagnostics and clinical decision making	E		✓	✓	✓
• Understanding of Health Care Governance and its application	E			✓	
• Ability to manage risk	E			✓	
• Experience of teaching at informal and formal level		D	✓	✓	
• Change management experience		D	✓	✓	
• Previous autonomous practice as nurse practitioner		D	✓		
• Experience in leading, managing and developing a team		D	✓	✓	✓
• Experience of working on a Trust committee or group		D	✓	✓	
Knowledge					
• Awareness of local and national issues relating to healthcare provision.	E			✓	
• Awareness of current professional issues.	E			✓	
• Evidence of recent and ongoing continuing professional development.	E		✓	✓	
• Leadership course/qualification		D	✓	✓	
• Working knowledge of HR policies		D		✓	
• Working knowledge of audit process and service review		D	✓	✓	
• Good working knowledge of clinical assessment/diagnostics		D	✓	✓	
Key Skills					
• Able to role model and lead whilst working independently and within a team.	E			✓	✓
• Effective communication at all levels	E			✓	✓
• Organised, able to prioritise, make decisions and meet targets/deadlines	E			✓	



• Willingness to embrace change to meet the short and long term needs of the Division.	E			✓	
• Ability to support staff in a demanding and challenging environment	E			✓	
• Flexibility in approach	E			✓	
• Good negotiation and advocacy skills		D		✓	
• Leadership qualities		D		✓	
Other					
• Awareness and respect for colleagues, patients and relatives cultural, religious and emotional needs and beliefs	E			✓	✓
• Able to demonstrate behaviours consistent with the Trusts Values and Behaviours	E			✓	✓
• Be prepared to work across sites as and when required	E			✓	
• Professional appearance & behaviour	E			✓	
• Good previous attendance record	E				✓
• Satisfactory enhanced DBS check against vulnerable groups barred lists	E			DBS	

Assessment Criteria: A = Application, I = Interview, R = References



