

University Hospitals Dorset

Person Specification / Interview Score Sheet

Job Title: Advanced Practitioner in Rheumatology

Accountable: Matron/Service Manager

Criteria	Essential Criteria	Desirable Criteria	Mgmt Score	Essential HI*	Desirable HI*
Qualifications	<p>Registered Nurse / AHP</p> <p>Independent prescribing qualification</p> <p>Masters level - Advanced Level Practice course (or working towards)</p>	<p>Leadership/management course relevant to health care environment</p>			
Experience	<p>Recent experience / evidence of managing a caseload of rheumatology patients</p> <p>Clinical knowledge of musculo-skeletal and inflammatory arthritis conditions and assessment</p> <p>NMR IRMER experience</p> <p>An understanding of regional and national issues related to Rheumatology</p>	<p>Teaching experience / mentoring and assessing</p> <p>Demonstrate leadership skills and knowledge</p> <p>Experience of conducting research and audit, and of appraising evidence</p> <p>Experience of working in partnership with all levels of staff</p> <p>Experience in developing protocols, pathways, policies and service development</p>			

Technical Skills Competencies	<p>Able to obtain, analyse and interpret information from patient assessment and interventions, to formulate diagnoses, plan and implement care plans</p> <p>Excellent interpersonal and communication skills, using a range of methods e.g. verbal, written and record keeping</p>	<p>Able to set and meet ambitious improvement standards/ targets and monitor these</p> <p>Able to deal with the demands of a rapidly developing and changing service</p> <p>A commitment to improving patient services through an ability to sustain a clear performance focus on achieving demanding goals</p> <p>A strong sense of personal and team accountability whilst understanding the boundaries around delegated authority, responsibility, accountability and</p>			
Knowledge	Advanced clinical skills and knowledge, working independently as an autonomous practitioner, exercising a high degree of freedom to act.				
Other requirements specific to the role	<p>Standard keyboard skills and IT literacy</p> <p>Manual dexterity, precision and accuracy in physical skills</p>				
Personal Attributes	<p>Self-motivated and reliable, with good organisational skills and workload management</p> <p>Professional role model for advanced clinical practice</p> <p>Evidence of CPD</p>				
Language requirement	Be able to speak English as necessary to undertake the role	Total Score			

Scoring Key:

1	Does not meet criteria
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***HI – How Identified**

A	Application form
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2	Below requirement (serious shortcomings)
3	Acceptable level of competence (some shortcomings in performance)
4	Acceptable level of competence (quality evidence provided)
5	Exceptional standard

I	Interview
T	Test
P	Presentation