

## PERSON SPECIFICATION

<b>Job Title:</b> Lead Nurse – Integrated Community Nursing	<b>Band:</b> 7
<b>Directorate:</b> Luton Adult Community Services	<b>Date:</b> May 2024

**\* Assessed method A=Application I=Interview T=Test R=References**

Essential Criteria	*	Desirable Criteria	*
<b>Qualifications and Training</b> <ul style="list-style-type: none"> <li>RGN /ECP / Paramedic (HCPC) with current registration</li> <li>Specialist post graduate education to degree level or equivalent in relevant specialist area e.g Pg(dip) DN / Chronic disease management</li> <li>Evidence of relevant ongoing CPD</li> <li>MSPP or equivalent</li> <li>Independent Nurse Prescribing or willingness to undertake.</li> </ul>	A// T/R	<ul style="list-style-type: none"> <li>Commitment to undertake appropriate education at master's level.</li> <li>Community Specialist practice teacher qualification</li> </ul>	A// T/R
<b>Experience</b> <ul style="list-style-type: none"> <li>Significant post registration experience working in community setting.</li> <li>Understanding and experience of staff and resource management</li> <li>Experience of working with a multi-disciplinary Primary Health Care Team.</li> <li>Able to demonstrate experience and a knowledge of clinical / governance and audit</li> <li>Evidence of involvement in project development work or health promotion group work</li> <li>Experience of managing patients with Acute/Chronic long term conditions.</li> </ul>		<ul style="list-style-type: none"> <li>Experience of working within a diverse population.</li> <li>DN community experience</li> </ul>	
<b>Skills</b> <ul style="list-style-type: none"> <li>Evidence of effective communication skills at a senior level to both internal and external agencies</li> <li>Ability to lead a team and to work as an autonomous practitioner.</li> <li>Ability to work under pressure.</li> <li>Ability to work across organisational boundaries.</li> <li>Systematic approach to work and ability to prioritise and manage time effectively.</li> </ul>			

<ul style="list-style-type: none"> <li>• Evidence of I.T literacy</li> <li>• Relevant Clinical competencies in patient assessment / Diagnosis, palliative care, Intravenous therapy administration, Syringe Driver usage or willingness to learn.</li> <li>• Evidence of managing complex discharges involving a multi-agency approach</li> <li>• Teaching and presentation skills</li> <li>• Demonstrate an understanding of research and its impact on clinical practice.</li> </ul>			
<p><b>Safeguarding and promoting the welfare of children and young people/vulnerable adults.</b></p> <ul style="list-style-type: none"> <li>• Ability to safeguard and promote the welfare of children and young people/vulnerable adults.</li> <li>• Demonstrates understanding of safeguarding issues.</li> <li>• Appreciates the significance of safeguarding and interprets this accurately for all individual children and young people/vulnerable adults whatever their life circumstances.</li> <li>• Has a good understanding of the Safeguarding agenda.</li> <li>• Can demonstrate an ability to contribute towards a safe environment.</li> <li>• Is up to date with legislation and current events.</li> <li>• Can demonstrate how s/he has promoted 'best practice'</li> <li>• Shows a personal commitment to safeguarding children.</li> </ul>			
<p><b>Working within Professional Boundaries</b></p> <ul style="list-style-type: none"> <li>• Accepts responsibility and accountability for own work and can define the responsibilities of others.</li> <li>• Recognises the limits of own authority within the role.</li> <li>• Seeks and uses professional support appropriately.</li> <li>• Understands the principle of confidentiality.</li> <li>• Demonstrates professional curiosity.</li> </ul>			
<p><b>Emotional Awareness</b></p> <ul style="list-style-type: none"> <li>• Aware of the range of emotions in self and others</li> <li>• Demonstrates empathy for the concerns of others.</li> <li>• Listens to and understands directly and indirectly expressed feelings.</li> <li>• Encourages others to express themselves openly.</li> </ul>			

<ul style="list-style-type: none"> <li>• Manages strong emotions and responds constructively to the source of problems.</li> <li>• Shows respect for others' feelings, views and circumstances.</li> <li>• In highly stressful situations keeps own feelings in check, takes constructive action and calms others down.</li> <li>• Has a range of mechanisms for dealing with stress, can recognise when to use them and does so</li> <li>• Listens to personal comments without becoming defensive.</li> </ul>			
<b>Self-awareness</b> <ul style="list-style-type: none"> <li>• Has a balanced understanding of self and others</li> <li>• Has a realistic knowledge of personal strengths and areas for development</li> <li>• Can demonstrate flexibility of approach.</li> <li>• Shows a realistic appreciation of the challenges of working with children and young people/vulnerable adults</li> </ul>			
<b>Other</b> <ul style="list-style-type: none"> <li>• Ability to travel across the County sometimes at short notice.</li> <li>• Satisfactory DBS</li> <li>• Flexibility to work over seven days per week, to support the delivery of a 24hr service.</li> </ul>	<b>A/I</b>		

