

Person Specification

Job Title	Community Lead Nurse		
AfC Band	8A	Job Code	409-S6177658

Method of Assessment: 'A' Application Form 'T' Test/Presentation 'I' Interview
'C' Certificate

Person Specification		Essential	Desirable	Assessment
Qualifications				
1	Qualified Registered Nurse with current registration and revalidation	X		A/C
2	Educated to degree level or equivalent qualification and/or equivalent experience	X		A/C
3	Management qualification or equivalent qualification and/or equivalent experience	X		A/C
4	Post registration Community Nursing and/or equivalent experience	X		A/C
5	Continuous professional development evidence	X		A/I/C
Knowledge & Experience				
1	Experience as a clinical manager, with responsibility for clinical quality and people management.	X		A/T/I
2	Knowledge and understanding of governance arrangements and standards within the NHS	X		A/T/I
3	Understanding and appreciation of diversity	X		A/T/I
4	Proven management and leadership experience	X		A/T/I
5	Experience in proactive risk management	X		A/T/I
6	Experience in managing concerns and complaints	X		A/T/I
Skills				
1	A high level of communication skills, to include but not exclusively, mediation, negotiation, consultation, facilitation, presentation, training and coaching skills using well developed interpersonal skills to influence, inform, reconcile differences and resolve conflicts.	X		A/T/I
2	Solve difficult problems, using a solution focused approach demonstrating competent persuasive and influencing skills	X		A/T/I
3	Analyse data and information, including preparing responses to issues, weighing risks and forming judgements often within tight timescales.	X		A/T/I
4	IT literate and able to use standard office software and bespoke systems.	X		A
5	Cope with competing priorities and a demanding workload	X		A/T/I
6	Work in an environment with frequent interruptions, and within stressful, unpredictable situations including responding to and solving urgent and emergency situations day to day.	X		A/T
7	Evidence of ability to manage change effectively	X		A/T/I
8	Demonstrate competent project management skills		X	
Other				
1	Ability to deal with contentious issues in a professional manner	X		A/T/I
2	Excellent Role Model	X		A/T/I