

**PERSON SPECIFICATION**

**Job Title:** Paediatric Endocrine Nurse Specialist

**Directorate/Department:** Children's Hospital

**Band:** 6

Criteria	Essential	Desirable	Stage Measured at A – application I – Interview T – Test
<b>Commitment to Trust Values and Behaviours</b>	Must be able to demonstrate behaviours consistent with the Trust's "We are here for you" behavioural standards		Interview

<b>Training &amp; Qualifications</b>	RN Child Branch NMC Registration  Evidence of continual professional development  Teaching qualification ENB 998 or equivalent  Safeguarding children level 3 training  Up to date with all mandatory training	1 <sup>st</sup> level health related degree or working towards this  An accredited endocrine course or willingness to undertake  Experience of working within community healthcare settings  Community qualification (i.e. Children's Community Nurse )  Common Assessment Framework training	A
<b>Experience</b>	Post holder must have completed a period of apprenticeship and be able to demonstrate development of advanced nursing skills at Band 5 or above  Experience of working with children and young people	Experience in a paediatric endocrine team  Experience of dealing with complex safeguarding situations	A/I
<b>Communication and relationship skills</b>	Excellent oral and written communicator Team player, hardworking/enthusiastic/motivated and flexible  Able to provide and receive all levels of information (condition related, social and psychological) including highly complex information and apply basic counselling skills  Able to work across a large variety of disciplines	Experienced in using hospital data base systems.  Counselling Course or training in Motivational Interviewing	A/I

<b>Analytical and Judgement skills</b>	<p>Able to deal with complex clinical facts and social situations (including safeguarding) which require analytical skills</p> <p>Able to identify problems and find solutions either independently or by liaising with appropriate agencies</p>		<b>A/I</b>
<b>Planning and organisation skills</b>	<p>Able to organise and prioritise a complex caseload of children and young people with endocrine conditions.</p> <p>Respond to the needs and requirements within the Nottingham Children's Hospital</p> <p>Identify self as key worker and work with families and different agencies consistently and continuously</p> <p>Demonstrate effective IT skills (word, emails, Excel spreadsheets, power point)</p>	Use own initiative and be imaginative in terms of moving service forward	<b>A/I</b>
<b>Physical skills</b>	<p>Work in a variety of settings within a working day</p> <p>Able to work flexibly according to the needs of the service.</p> <p>Qualified driver/ with access to a car (to undertake outreach clinics and home visits)</p>	Full driving licence and access to a vehicle.	<b>A/I</b>

<p><b>Other requirements specific to the role (e.g. be able to drive or work shifts)</b></p>	<p>Able to access, develop, implement and evaluate specialist endocrine programmes on an individual basis in both an inpatient and outpatient setting and in their own homes</p> <p>Willingness to be involved in the research process with ongoing research projects</p> <p>Able to provide highly specialized advice and information regarding management of all aspects of endocrine care</p> <p>Act autonomously in decision making but refer/discuss with other members of the Endocrine Team as necessary</p> <p>Work with the Endocrine Team to ensure that hospital policies are kept up to date and are also in line with local and national guidelines for endocrinology</p> <p>Teach ward staff and students in the School of Nursing</p> <p>Teach school and social care professionals in various settings, including formal presentations to large audiences and workshops at school's training days.</p> <p>Develop written information for patients and their families</p> <p>Must be committed to supporting the Trust's values</p>	<p>Experience of policy/service development</p> <p>Budget management skills</p> <p>Evidence of audit skills</p> <p>Experience in clinical research</p>	<p><b>A/I</b></p>
--	---	--	-------------------

	<p>Evidence of continuing professional development.</p> <p>Able to cope with physical demands of the role</p> <p>Able to adapt quickly to unpredictable work load</p> <p>Ability to cope with stressful situations and to find positive ways of managing own stress</p> <p>Able to manage complex and challenging safeguarding cases including involvement in CAFs, ICPCs, RCPCs and core groups</p>		
--	--	--	--