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PERSON SPECIFICATION



**Bolton**

NHS Foundation Trust

**Job Title:**

**Advanced Practitioner, Band 8a**

**Team:**

**Integrated Community Services Division**

<i><b>ESSENTIAL</b></i>	<i><b>DESIRABLE</b></i>	<i><b>METHOD OF ASSESSMENT</b></i>
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<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Registered Nurse, AHP or paramedic</li> <li>• Independent non-medical prescriber</li> <li>• MSc in Advanced Clinical Practice</li> <li>• Independent non-medical prescribing qualification.</li> <li>• NMC Approved mentor preparation course or equivalent mentor course</li> </ul>	NMC Practice Teacher or equivalent	Registration, Certificates, Application form
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Significant experience in a variety of clinical setting</li> <li>• Substantial experience in clinical area</li> <li>• Able to demonstrate advanced theoretical and clinical knowledge and skills.</li> <li>• Understanding of clinical Governance and risk management</li> <li>• Staff management experience</li> <li>• Evidence of carrying out research/audit/ leadership</li> <li>• Has a clear vision of the future development of practice.</li> <li>• Demonstrate flexibility within the role.</li> <li>• Excellent team working skills.</li> <li>• Have an understanding of team dynamics and an ability to influence the building of effective working relationships between staff</li> <li>• Flexibility to move between all work environments and transport self about community.</li> <li>• Ability to support, encourage and motivate others</li> </ul>	<ul style="list-style-type: none"> <li>• Post-registration experience in a relevant clinical setting.</li> <li>• Experience in various acute areas.</li> <li>• Portfolio of evidence</li> </ul>	Application form references, interview
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Expert knowledge of acute medical conditions and common presenting complaints to adult Medicine.</li> <li>• Expert knowledge of dealing with patients in a reactive and unscheduled environment.</li> <li>• Knowledge of Virtual Ward models of care delivery include the use of technology to support patients living well in their usual place of residence</li> <li>• Experience of multi-disciplinary working</li> <li>• Ability to build effective working relationships across a range of healthcare and other organisations.</li> <li>• Understanding of the current health reforms, commissioning structures and policies.</li> <li>• Able to implement change and think creatively.</li> <li>• Effective communication skills to communicate complex and highly sensitive information.</li> </ul>		
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>• Advanced clinical skills in patient assessment, diagnostics and treatment planning.</li> <li>• Working knowledge of the current professional NHS issues contributing to Service Development</li> <li>• Competent in organising own work load.</li> </ul>	<ul style="list-style-type: none"> <li>• Presentation skills.</li> <li>• Financial awareness</li> <li>• Undertaken a management programme</li> </ul>	Application form, references, interview,

	<ul style="list-style-type: none"> <li>• Ability to work autonomously, plan, organise, prioritise and delegate appropriate interventions to support staff</li> <li>• Commitment to training and development.</li> <li>• Detailed knowledge of the principles of clinical governance and its application.</li> <li>• Ability to work under pressure.</li> <li>• Effective written and oral communication/listening skills.</li> <li>• Ability to understand and analyse professional and ethical issues and apply them to service development.</li> <li>• Computer literacy</li> <li>• Ability to cope working in a stressful environment and with emotional/aggressive patients/carers.</li> <li>• Possess energy, drive and resilience with a keen desire to develop the role further.</li> <li>• Able to implement change and think creatively.</li> <li>• Has a clear vision of the future development of advanced practice..</li> <li>• Demonstrate flexibility within the role.</li> <li>• Excellent team working skills.</li> <li>• Have an understanding of team dynamics and an ability to influence the building of effective working relationships between staff</li> <li>• Ability to support, encourage and motivate others.</li> </ul>		
<b>Other</b>	<ul style="list-style-type: none"> <li>• Awareness, understanding and competency to operate machinery and equipment according to local operating procedures and Medical Device regulations.</li> <li>• Ability to work flexibly across the Intermediate Tier footprint to meet business needs and service delivery objectives. e.g. delivery of 7 day working.</li> <li>• Able to work under pressure and constantly respond and adapt to frequent changes in circumstances.</li> </ul>		Application form, references, interview,

**Date Prepared:**  
**20/03/2023**

**Prepared By: Duncan**  
**Mayoh Clinical Lead**