

PERSON SPECIFICATION

Post: Lead Nurse Consultant Palliative Care and End of Life

Department: Palliative Care and End of Life

ATTRIBUTES/SKILLS	ESSENTIAL	DESIRABLE	MEASUREMENT
Education and Qualifications	<p>Professional Registration, NMC</p> <p>Relevant post registration qualification in Specialist Palliative Care or equivalent</p> <p>Educated to degree level</p> <p>Masters Degree level education qualification or evidence of equivalent experience</p> <p>Management Certificate or equivalent experience</p> <p>Recognised teaching/assessing qualification or evidence of equivalent experience</p>	<p>Research qualification / experience</p> <p>Nurse prescribing within Scope of Practice</p>	Qualifications & application
Experience	<p>Minimum 5 years' experience at a senior level within SPC /EOLC Services</p> <p>Thorough understanding of Palliative Care and End of Life Care pathways, models and service provision</p> <p>Knowledge of current issues in healthcare and speciality</p> <p>Knowledge of quality, standard setting, benchmarking and audit</p> <p>Evidence of applying national policy locally and involvement in strategic initiatives.</p> <p>Evidence of visible leadership and motivating staff Demonstrable experience of supporting learning in the workplace and use of effective learning strategies to develop practice and care</p> <p>Evidence of improvement in the patient experience and that of carers or significant others</p> <p>Experience of delivering education at a local and national level</p> <p>Experience of effective leadership and team development, with a multi-disciplinary approach</p>	<p>Experience in development and delivery of clinical projects</p> <p>Knowledge of Commissioning Processes</p>	Application & Interview

	<p>Experience of managing change through working with others</p> <p>Knowledge/Experience of budgets and value for money.</p> <p>Sound knowledge of both clinical and non-clinical policies</p> <p>Experience of effective organisation, planning and monitoring of service delivery</p> <p>Evidence of identifying risks and developing/maintaining service risk register</p> <p>Evidence of working across the sector/community, other agencies and commissioning groups</p> <p>Experience in the collection and analysis of data from national and local sources and translating this data for use at Board Level</p>		
<p>Skills and Abilities</p>	<p>Ability to lead and influence change in the field of End of Life</p> <p>Knowledge of the key national drivers within SPCT and end of life in the NHS</p> <p>Advanced knowledge of service redesign, change management processes and influencing strategy.</p> <p>Articulate effectively with advanced written and verbal communication skills and ability to present at local and national level.</p> <p>Ability to deal with complex and challenging emotional and potentially ethically sensitive situations</p> <p>Emotionally resilient, ability to deal with conflict</p> <p>Ability to work strategically with advanced decision making skills to deal with complex cases</p> <p>Ability to be innovative and demonstrate creative thinking</p> <p>Ability to work autonomously, and deal with conflicting demands and pressures</p>	<p>Project Management skills</p>	<p>Application & Interview</p>

	<p>Understanding of cultural differences and health belief models including diversity in the workplace.</p> <p>Ability to network build / maintain effective working relationships</p> <p>IT skills</p>		
Personal qualities	<p>Demonstrates a person-centred approach to care</p> <ul style="list-style-type: none"> • Compassionate • Empathetic • Supportive • Motivated • Professional • Dynamic • Self-aware • Aspirational , 'can do' attitude 		Interview
Values	Demonstrable ability to meet Trust values		Interview/ assessment
Other requirements			