

PERSON SPECIFICATION

Job Title **Community Matron**

Band **Band 7**

| Attribute | Essential | Desirable | Evidence to support assessment Application/Interview/Test |
|---|-----------|-----------|--|
| Qualifications | | | |
| Registered Nurse Level 1 with current registration with the NMC or AHP with HCPC registration | E | | A/I |
| 1 st Level Degree | E | | A/I |
| Non-Medical Prescribing (V300) qualified or achieved within 12 months | E | | A/I |
| Post Graduate qualification in appropriate long term condition area | E | | A/I |
| Advanced Clinical Assessment Skills | E | | A/I |
| Up to date professional portfolio demonstrating evidence of reflective practice | E | | A/I |
| Mentorship or teaching qualification equivalent to ENB 998 / work place assessor | E | | A/I |
| Evidence of specialist clinical expertise within a relevant area such as COPD, Heart Failure | | D | A/I |
| MSc Advanced Practice (or working towards) | | D | A/I |
| Knowledge | | | |
| Understanding of case management, case finding systems and care co-ordination | E | | A/I |
| An understanding of the wider NHS and social care contexts | E | | A/I |
| Understanding of the Mental Capacity Act 2005 and DOLS | E | | A/I |
| Demonstrate an understanding of clinical governance | E | | A/I |
| Extended and advanced clinical knowledge base | E | | A/I |

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| Understanding of Safeguarding Adults & Children | E | | A/I |
| Experience | | | |
| Demonstrable post-graduate experience in a relevant area working with people with long term conditions | E | | A/I |
| Extensive post-graduate experience in a role undertaking assessments of complex needs | E | | A/I |
| Experience of case management and care co-ordination | E | | A/I |
| Experience of working across professional boundaries | E | | A/I |
| Demonstrable Experience of clinical leadership | E | | A/I |
| Clinical experience of caring for people with cognitive impairment | E | | A/I |
| Experience of mentoring students | E | | A/I |
| Experience of audit evaluation to improve healthcare | | D | A/I |
| Skills | | | |
| Clinical Examination Skills, Physical Examination and assessment skills (top to toe). | E | | A/I |
| Motivational Interviewing skills | | D | A/I |
| Act as a role model, educator, supervisor, coach and mentor, seeking to instil and develop the confidence of others. | E | | A/I |
| Ability to autonomously prioritise, coordinate caseload working to and work to deadlines and across boundaries | E | | A/I |
| Highly developed interpersonal and communication skills | E | | A/I |
| Ability to effectively delegate activities to appropriate staff | E | | A/I |
| Ability to effectively negotiate on patient management and promote self-care and across boundaries | E | | A/I |
| Ability to communicate clearly and effectively in English in both verbal and written formats | E | | A/I |
| Excellent organisational skills | E | | A/I |
| Excellent leadership skills | E | | A/I |
| Excellent problem solving skills to identify and resolve clinical issues | E | | A/I |
| IT literate with ability to use databases and other software packages and digital solutions with patients and in the operation of the service | E | | A/I |
| Able to produce well written and timely clinical records and service reports | E | | A/I |
| Ability to travel to multiple sites; car driver or competent cyclist | E | | A/I |

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| Personal Attributes | | | |
| Reliable, empathetic, approachable, understanding, non-judgemental and tolerant | E | | A/I |
| Demonstrates high ethical and professional standards | E | | A/I |
| Able to reflect and critically appraise own performance | E | | A/I |
| Committed to lifelong learning and achieving full compliance with the competencies and standards of this role | E | | A/I |
| Has a positive attitude to change and is prepared to work flexibly to meet the need of people and the service | E | | A/I |
| Willingness to undertake training and competencies for additional clinical interventions to support service development | E | | A/I |
| Willingness to learn and implement new ways of working, including using digital solutions with patients and in the operation of the service | E | | A/I |
| Confident, self motivated and energetic | E | | A/I |