

**PERSON SPECIFICATION**

<b>Job Title:</b>	<b>Clinical Lead Nurse</b>	<b>AFC No.: N0763z</b>
<b>Band:</b>	<b>6</b>	
<b>Department:</b>	<b>Community District Nursing</b>	
<b>Group:</b>	<b>Primary Care, Therapies and Community</b>	

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>Significant post registration experience</li> <li>Experience of working in primary care and leading a community nursing team</li> <li>Experience of direct supervision of qualified and unqualified staff.</li> <li>Experience of identifying the development needs of others and giving effective feedback.</li> <li>Experience of interagency and collaborative working.</li> <li>Experience of teaching and assessing students.</li> <li>Experience of providing complex packages of care, which involve other agencies.</li> <li>Ability to manage staff, conflict and difficult situations and to challenge and support others appropriately and assertively.</li> <li>Experience of clinical audit, benchmarking and evaluation of services</li> </ul>	AF/I		
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>Registered General / Adult Nurse.(Level 1)</li> <li>Evidence of continued professional development</li> <li>Good standard of general education</li> </ul>	AF	<ul style="list-style-type: none"> <li>Possession of District Nursing (BSc (Hons) Specialist Practice qualification</li> </ul>	

	<ul style="list-style-type: none"> <li>• Must hold a Specialist Community Practitioner – District Nursing qualification and/or be registered as a V150/V300 nurse prescriber”.</li> </ul>			
<b>KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>• Excellent interpersonal and negotiation skills with an ability to adopt a number of ways to influence diverse parties.</li> <li>• Ability to work on own initiative.</li> <li>• Ability to build rapport and establish effective one to one relationships.</li> <li>• Ability to give constructive feedback.</li> <li>• Ability to motivate, facilitate and support staff, clients and carers.</li> <li>• Ability to lead others and demand the respect of colleagues.</li> <li>• Ability to lead and implement successful change management</li> <li>• Ability to deal with complaints sensitively, avoiding escalation where possible.</li> <li>• Demonstrate self-belief, self-awareness and ability to self manage.</li> <li>• Effective role model.</li> </ul>	AF/I		
<b>PERSONAL QUALITIES</b>	<ul style="list-style-type: none"> <li>• Excellent interpersonal and negotiation skills with an ability to adopt a number of ways to influence diverse parties.</li> <li>• Ability to work on own initiative.</li> <li>• Ability to build rapport and establish effective one to one relationships.</li> <li>• Ability to give constructive feedback.</li> </ul>	AF/I		

	<ul style="list-style-type: none"> <li>• Ability to motivate, facilitate and support staff, clients and carers.</li> <li>• Ability to lead others and demand the respect of colleagues.</li> <li>• Ability to lead and implement successful change management</li> <li>• Ability to deal with complaints sensitively, avoiding escalation where possible.</li> <li>• Demonstrate self-belief, self-awareness and ability to self manage.</li> </ul> <p>Effective role model.</p>			
<b>MANAGEMENT / SUPERVISION / COORDINATION SKILLS</b>	<ul style="list-style-type: none"> <li>• Team player, committed to equal opportunities</li> <li>• Able to work effectively as a member of a large multidisciplinary team and across organisational and professional boundaries</li> <li>•</li> </ul>	AF/I		
<b>WRITTEN SKILLS</b>	<ul style="list-style-type: none"> <li>• Evidence of excellent written skills</li> </ul>	AF		
<b>COMMUNICATION / VERBAL SKILLS</b>	<ul style="list-style-type: none"> <li>• Able to demonstrate empathy with clients, carers, families and colleagues- ensuring that effective communication is achieved, particularly where barriers to understanding exist.</li> <li>• Excellent communication skills with an ability to write concise and comprehensive papers and reports.</li> <li>• Able to manage staff, conflict and difficult situations and to challenge and support others appropriately and assertively.</li> <li>• Provide hands on direct patient care including safe handling of patients and equipment.</li> </ul>	AF/I		

<b>RESPONSIBILITY FOR FINANCIAL AND PHYSICAL RESOURCES</b>	<ul style="list-style-type: none"> <li>• Maintain stock control</li> <li>• Authorised signatory for controlled stationery and stock requisitions.</li> </ul>			
<b>PHYSICAL SKILLS</b>	<ul style="list-style-type: none"> <li>• Frequent sitting or standing in a restricted position</li> <li>• Kneels and crouches to dress wounds/manoeuvres patients</li> <li>• Transports nursing equipment</li> </ul>			
<b>MENTAL EFFORT</b>	<ul style="list-style-type: none"> <li>• Frequent concentration</li> <li>• Concentration on patient treatment, care plans</li> </ul> <p>Works to a schedule of visits</p>			
<b>WORKING CONDITIONS</b>	<ul style="list-style-type: none"> <li>• Frequent unpleasant /occasional highly unpleasant conditions</li> <li>• Smell, body fluids, emptying catheters</li> </ul>			
<b>EMOTIONAL EFFORT</b>	<ul style="list-style-type: none"> <li>• Occasional/frequent distressing/highly distressing or emotional circumstances</li> <li>• Deals with distressed relatives</li> <li>• Care of terminally ill / deals with consequences of terminal illness</li> </ul>			
<b>Other</b>	<ul style="list-style-type: none"> <li>• Able to meet the travel requirements of the post</li> </ul>	AF		

**Key:** AF - Application Form / I - Interview / P - Presentation / T - Test