**Person Specification**

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| **Job Title:** | Advanced Clinical Practitioner | **Division/Department:**  | Advanced Clinical Practitioner | **Band:**  | AfC Band 8a |

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| **Criteria** | Essential | **Desirable** | **Stage Measured at:****A = Application****I = Interview T = Test** |
| **Commitment to Trust Values and Behaviours**  | Must be able to demonstrate behaviours consistent with the Trust’s behavioural standards |  | **A, I** |
| Training & Qualifications | Current registration with professional body such as NMC or HCPC. MSc in advanced clinical practice or an equivalent MSc with the NHSE Centre for Advancing Practice Digital Badge. Registered Independent Non-Medical prescriber. Evidence of teaching, supervision & assessment skills. NLS Provider/Instructor. | Mentor/assessor and/or teaching qualification. NHSE Centre for Advancing Practice Digital Badge (or working towards it). ACP accreditation and/or membership with Royal College or Faculty, if available within specialty. | **A,I****Professional Profile** |
| Experience | Currently working clinically in an autonomous Advanced Practitioner role. Has an up-to-date portfolio of supervised practice in advanced clinical practice. Has evidence of continued professional development (CPD) following successful completion of MSc & qualification as an ACP. Evidence of multi- professional teaching. | Management and leadership experience. Evidence of involvement in policy and practice change. | **A,I** |
| **Communication and** **Relationship skills**  | Ability to work within a multi-professional team, often presenting and receiving complex information. Negotiating and influencing skills. Ability to work independently and within a team. Assertiveness skills and the ability to deal with interpersonal conflict. Ability to adapt communication styles that facilitate building honest & trusting partnerships with patients, families, & carers. Ability to accept constructive feedback & teaching from a variety of sources. | Evidence of conflict management. | **A,I** |
| **Analytical and Judgement** **skills** | Ability to respond to, prioritise and analyse complex undifferentiated and undiagnosed health conditions and ensure that effective interventions are actioned in a safe and timely manner. Ability to deal effectively with clinical issues within defined procedures and guidelines. Ability to work with undifferentiated and undiagnosed healthcare problems. Participation in research and audit projects. Active involvement in organisational operational management. | Leadership in research or audit projects. Involvement in the investigation of serious clinical incidents. | **A,I** |
| Planning and organisation skills | Ability to provide education, and complete research and audit. Adaptability according to the needs of the patient/s and organisation. Self-motivation with evidence of efficient time and deadline management. Ability to identify learning opportunities and organise own learning and development. Ability to schedule work commitments across the four pillars of advanced practice with CPD & relevant academic workloads |  | **A,I** |
| **Physical skills** | Ability to undertake the required clinical duties and procedures. Ability to manoeuver patients and perform clinical examinations as required. Ability to undertake skills involving computers and other equipment. |  | **A,I** |
| Other requirements specific to the role (e.g. be able to work shifts/on call) | Flexibility in working patterns and practices. Ability to support colleagues, patients, families and carers in a variety of circumstances, sometimes distressing. |  | **A,I** |