

PERSON SPECIFICATION

Advanced Clinical Practitioner Community

REQUIREMENTS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
<b>Education and qualifications</b>	<ul style="list-style-type: none"> <li>Degree Level education, NMC or HCPC registered</li> <li>MSc Advanced Practice</li> <li>Independent Prescriber</li> <li>CPD Portfolio to demonstrate learning and development</li> </ul>	<ul style="list-style-type: none"> <li>Teaching/ Assessment and mentoring qualification</li> <li>Leadership course</li> </ul>	Application / Interview/ Assessment
<b>Occupational experience and abilities</b>	<ul style="list-style-type: none"> <li>Significant relevant post-registration experience within the specialty</li> <li>Competent in the planning and managing of complete clinical episodes of care for all patients; working autonomously</li> <li>Experience of teaching at informal and formal level.</li> <li>Able to role model and lead whilst working independently and within a team.</li> <li>Participated in research, audit and developed service improvement strategies.</li> <li>Able to work flexibly across a 7/7 shift pattern</li> </ul>	<ul style="list-style-type: none"> <li>Experience in delivering service improvement</li> <li>Proven leadership skills</li> <li>Knowledge of Trust IT systems/ IT proficient</li> </ul>	Application / Interview/ Assessment

<b>Knowledge&amp; Skills</b>	<ul style="list-style-type: none"> <li>• Demonstrable clinical skills in Community / Primary care working</li> <li>• Advanced knowledge of the range of presentations, diagnoses &amp; current management options within the speciality area</li> <li>• Evidence of planning &amp; organisational skills</li> <li>• Completion/ working towards/willingness to complete speciality portfolio (where required and if indicated nationally).</li> <li>• Demonstrates up to date theoretical and clinical knowledge and expertise of Advanced Practice</li> <li>• Evidence of being able to work in partnership across organisational boundaries, delegating and referring as appropriate</li> <li>• Effective communication at all levels &amp; ability to manage complex situations.</li> <li>• Awareness of local and national issues relating to healthcare provision. Awareness of current professional issues</li> <li>• Evidence of continuing professional development</li> <li>• Demonstrates understanding of relevant national strategy/policy and how to relate this to the service.</li> <li>• Ability to work in various locations throughout the speciality area</li> </ul>		Application / Interview/ Assessment
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Must be able to demonstrate a clear understanding of core trust values and be able to articulate in practice</li> </ul>	<ul style="list-style-type: none"> <li>• Good team member</li> </ul>	Application / Interview/ Assessment

	<ul style="list-style-type: none"> <li>• Demonstrate a clear vision and the role of the ACP service</li> <li>• Demonstrates skilled written and verbal communication, presentation and decision-making skills</li> <li>• Organised, able to prioritise, make decisions and meet targets/deadlines</li> <li>• Willingness to embrace change to meet the short and long term needs of the department</li> <li>• Ability to support staff in a demanding and challenging environment. good role model</li> <li>• Able to work under pressure &amp; flexibility in approach</li> <li>• Good negotiation and advocacy skills</li> </ul>		
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