

PERSON SPECIFICATION

Job Title District Nursing Team Manager
Band Band 7

Attribute	Essential	Desirable	Evidence to support assessment Application/Interview/Test
Qualifications			
1. Qualified RGN (Registered General Nurse - Adult) with current registration with NMC - Part1.	E		
2. Nursing Diploma or BSc (Hons) Community Health (DN)	E		
3. Relevant post registration study at diploma/degree level and relevant CPD e.g. palliative care, tissue viability	E		
4. Physical Assessment Skills	E		
5. Advanced Assessment Skills	E		
6. Nurse Prescriber V100	E		
7. Mentorship Preceptorship or equivalent	E		
8. Specialist Practice Teacher/ Teaching Qualification		D	
9. Independent Non-medical Prescriber V300		D	
Knowledge			
10. Understanding of the impact of Mental Health e.g. dementia, depression, on the management of medical and long term conditions	E		
11. Professional standards including confidentiality, clinical governance and NMC guidelines	E		
12. Infection prevention and control standards	E		
13. Risk assessment and management	E		

14. Knowledge of health and safety and personal safety issues	E		
15. Safeguarding Adults & Children	E		
16. Understanding of the Mental Capacity Act 2005	E		
17. Understanding of current legislation and its implications for this role, including performance indicators and targets		D	
18. Understanding of both the Health and Social Care agenda		D	
Experience			
19. Experience in assessing, planning, delivering and evaluating patients in their own homes	E		
20. Experience in working independently and as part of a team	E		
21. Experience in problem solving and supporting other team members	E		
22. Experience of Multidisciplinary team work	E		
23. Experience of mentoring students	E		
24. Experience of managing resources to stay within the service budget		D	
25. Experience of audit evaluation		D	
Skills			
26. Holistic assessment, core clinical and clinical reasoning skills to proactively manage patient care	E		
27. Ability to promote self-care of patients	E		
28. Ability to work independently and as part of a multi-disciplinary team	E		
29. Effective leadership skills and ability to delegate tasks to appropriately trained staff	E		
30. Ability to lead by example, both clinically and managerially, being consistent and fair to all staff in every aspect of work	E		
31. Ability to build the team to a high performance level, conducive to	E		

professional development and team cohesiveness			
32. Effective communication skills with clients and colleagues and the ability to establish rapport with team, clients and other agencies	E		
33. Ability to negotiate and communicate across professional and organisational boundaries	E		
34. Ability to have difficult conversations with staff in line with HR policies	E		
35. Conflict management and mediation skills		D	
36. IT literate with ability to use databases and other software packages and digital solutions with patients and in the operation of the service	E		
37. Advanced written and verbal communication skills	E		
38. Able to produce well written and timely clinical records and service reports	E		
39. Ability to lead and participate in service and organisational change	E		
40. Ability to work under pressure, balance multiple priorities and meet deadlines	E		
41. Ability to travel to multiple sites; car driver or competent cyclist	E		
Personal Attributes			
42. Reliable, empathetic, approachable, understanding, non-judgemental and tolerant	E		
43. Demonstrates high ethical and professional standards	E		
44. Able to reflect and critically appraise own performance	E		
45. Committed to lifelong learning and achieving full compliance with the competencies and standards of this role and for career progression	E		
46. Has a positive attitude to change and is prepared to work flexibly to meet the need of people and the service	E		

47. Willingness to undertake training and competencies for additional clinical interventions to support service development	E		
48. Willingness to learn and implement new ways of working, including using digital solutions with patients and in the operation of the service	E		
49. Confident, self motivated and energetic	E		

