

## PERSON SPECIFICATION

**Job Title: Dermatology Surgical Nurse Practitioner**

### WEIGHTING

Criteria in each section are ranked in order of importance 3 – 1, with 3 being the most important

### SHORTLISTING CRITERIA – using Application Form and accompanying information





Each candidate will be scored against the person specification as follows:

3 points = fully meets or exceeds the criteria

2 points = significantly meets criteria, although falls short on minor aspects

1 point = partially meets criteria, but falls short on key aspects

0 point = does not meet criteria

CATEGORY	CRITERIA	Weight (must be Completed)	HOW ASSESSED (must be completed)
<b>1.Values:-</b>   <b>Collaborate</b>   <b>Aspire</b>   <b>Respect</b>   <b>Enable</b>	Communicates openly, honestly and professionally, and actively promotes team working and building strong working relationships	3	All values must be assessed at the interview/ assessment stage using various methods e.g. open questions and scenarios
	Patients are always first. Drives service improvements. Strong self-awareness with a desire to grow.	3	
	Treats all with compassion and kindness. Ensures everyone feels valued.	3	
	Consults others and listens to their views/opinions. Enables others to take the initiative	3	
CATEGORY	CRITERIA	Weight	HOW ASSESSED

<b>2. EDUCATION, QUALIFICATIONS &amp; TRAINING</b> eg Education, professional qualifications	NMC Registered Nurse	3	Application form / interview
	Relevant post registration course – (e.g. Dermatology degree or dermatology complex surgical course)	3	
	Mentorship course/ willingness and ability to undertake training to undertake training within set timetable	3	
	Advanced History Taking course/ willingness and ability to undertake training within set timetable	3	
	Non-medical prescriber/ willingness and ability to undertake training to undertake training within set timetable	3	
	Leadership & Management course/ willingness and ability to undertake training to undertake training within set timetable	3	
	Counselling qualification	2	
<b>3. EXPERIENCE</b> eg Breadth of occupational experience	Minimum 3 years post registration experience in Dermatology	3	Application Form / Interview
	Experience of autonomous practice and decision making	3	
	Previous experience of undertaking Dermatology related surgery	3	
	Experience of MDT working	3	
	Experience of working with complex Dermatology patients	3	

	Evidence of leadership, people management, teaching and supervision of other HCP	2	
	Minimum 2 years Band 6 experience – ideally in speciality or related area	3	
	Experience of clinical teaching	2	
	Experience of using an electronic patient record system	3	
<b>4. SKILLS, ABILITIES &amp; KNOWLEDGE</b> e.g., Communication skills, excellent organisation skills, keyboard skills, high motivation, Special knowledge requirements e.g. NMC Code of Conduct, regulations etc.	Ability to communicate complex and highly sensitive information	3	Application Form / Interview
	Ability to overcome barriers to understanding	3	
	Customer care skills	3	
	Skills and knowledge in managing and supporting patients with Dermatology conditions	3	
	Teaching skills	2	
	Evidence of effective problem solving and decision-making skills	3	
	Evidence of change initiatives	2	
	Evidence of undertaking audits and evaluating data	2	
	IT skills	3	

<b>5. SPECIAL CIRCUMSTANCES</b> e.g., Ability to work internal rotation	Able to undertake cross-site working	3	Application Form / Interview
	Willingness to learn new skills required for the role	3	