

## PERSON SPECIFICATION

**Post Title:** Practice Development Nurse    **AfC ref:** N0685c

**Division/Department:** Emergency Care, City

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
Experience	<ul style="list-style-type: none"> <li>Significant post registration experience</li> <li>Relevant A&amp;E experience at a senior nurse level</li> <li>Preceptorship experience</li> <li>A clinical expert either through formal qualification (diploma/degree) and/or extensive clinical experience pertinent to ED</li> </ul>	<ul style="list-style-type: none"> <li>AF/I</li> <li>AF/I</li> <li>AF/I</li> </ul>	<ul style="list-style-type: none"> <li>Previous professional development experience</li> </ul>	<ul style="list-style-type: none"> <li>AF/I</li> </ul>
Qualifications	<ul style="list-style-type: none"> <li>RN Adults.</li> <li>Teaching or mentoring course</li> <li>ALS Provider</li> <li>To have or be prepared to undertake ATLS/ TNCC</li> </ul>	<ul style="list-style-type: none"> <li>PIN/NMC Check</li> <li>Certification/AF</li> <li>Certification/AF</li> <li>Certification/AF</li> <li>Certification/AF</li> </ul>	<ul style="list-style-type: none"> <li>Leadership or First line management qualification)</li> <li>Degree level qualification in health related subject</li> <li></li> </ul>	<ul style="list-style-type: none"> <li>Certification/AF</li> <li>Certification/AF</li> <li>Certification/AF</li> <li>Certification/AF</li> </ul>
Personal Qualities	<ul style="list-style-type: none"> <li>Coaching and Counselling skills</li> <li>Advanced interpersonal skills</li> <li>Facilitation <ul style="list-style-type: none"> <li>- Negotiation</li> <li>- Collaboration</li> </ul> </li> <li>Flexible attitude</li> <li>Self awareness</li> <li>Innovative</li> <li>Diplomatic</li> <li>Assertive</li> <li>Ability to work within a team and autonomously</li> <li>Independent</li> <li>Empathetic</li> </ul>	<ul style="list-style-type: none"> <li>AF/I</li> <li>AF/I</li> <li>I</li> <li>I</li> <li>I</li> <li>I</li> <li>I</li> <li>I</li> <li>I</li> </ul>		
Management / Supervision / Coordination skills	<ul style="list-style-type: none"> <li>Ability to deploy first line management skills specifically regarding undertaking staff appraisal/Personal Development review, management reviews and staff counselling.</li> <li>Ability to assess student nurses/support workers</li> <li>Act as a preceptor/mentor as required.</li> </ul>	<ul style="list-style-type: none"> <li>I</li> <li>I</li> </ul>		





Signature: .....

Date: .....