

Person Specification

Job Title:	Trainee Advanced Clinical Practitioner - Emergency Medicine (EM)
Grade:	Band 7

Criteria	Essential (E) or Desirable (D)	Assessment Method			
		A	I	T	R
Education and Qualifications					
• NMC Registered Nurse or HCPC Registered Paramedic or Physiotherapist.	E				
• Master’s Degree in Advanced Clinical Practice (or in certain circumstances has completed Health Education England (HEE) ACP ePortfolio).	D				
• Ability and eligibility to study at level 7 (Masters)	E				
• Independent Prescriber (V300).	D				
• Safeguarding Adults (level 3).	E				
• Safeguarding Children (level 3).	E				
• IR(ME)R certificate.	D				
• Advanced Life Support provider (ALS) – or equivalent	D				
• Advanced Paediatric Life Support provider (APLS) – or equivalent	D				
• Advanced Trauma Life Support provider (ATLS) – or equivalent	D				
• Immediate Life Support provider (ILS)	E				
• Paediatric Immediate Life Support provider (PILS)	E				
• Current Portfolio/ePortfolio of practice evidence	E				
• Completed or working toward accreditation/credentialing with The Royal College of Emergency Medicine (RCEM)	D				
• Generic Instructor Course (GIC) for the Resuscitation Council UK (RCUK) or Advanced Life Support Group (ALSG)	D				
• Leadership qualification	D				
• Teaching / Assessment and mentoring qualification	D				
• Have Ultrasound Level 1 qualification	D				
Experience		A	I	T	R
• Has >4yrs speciality experience working within Emergency, Urgent or Acute Care setting.	E				
• Has >1yrs speciality experience working at a Band 6 level within Emergency, Urgent or Acute Care setting.	E				
• Competent in the clinical assessment and management of all patient groups.	D				
• Able to role model and lead whilst working independently and within a team.	D				
• Have had line management experience.	D				
• Experience of teaching at informal and formal level.	D				
• Change management experience.	D				
• Participated in audit and developed service improvement strategies.	D				

• Has had appraisal and recruitment training.	D				
Knowledge		A	I	T	R
• Demonstrates up-to-date knowledge and expertise of the four pillars of Advanced Practice.	D				
• Experience of applying research evidence to clinical practice.	E				
• Effective verbal and non-verbal communication across the age and acuity spectrum at all levels.	E				
• Awareness of local and national issues relating to healthcare provision.	E				
• Evidence of continuing professional development.	E				
• Competent in 12 lead ECG interpretation.	D				
• Competent to interpretation of clinical diagnostics such as blood results and make appropriate plan and intervention including blood gasses.	D				
• Competent to interpret plain radiographs / X-rays and make appropriate clinical interventions from diagnostics.	D				
• Has evidence of a recently undertaken audit of own practice and implemented changes where required.	E				
• Competent to interpret Computerised Tomography (CT) images.	D				
• Experience of working on a Trust committee or group.	D				
• Working knowledge of Human Resource (HR) policies.	D				
Key Skills		A	I	T	R
• Demonstrate a clear vision and the role of the ACP service.	E				
• Ability to initiate, sustain and evaluate change.	D				
• Demonstrates skilled written and verbal communication, presentation and decision-making skills.	E				
• Organised, able to prioritise, make decisions and meet targets/deadlines.	E				
• Willingness to embrace change to meet the short-term and long-term needs of the Urgent and Emergency Care (UEC) directorate.	E				
• Ability to support staff in a demanding and challenging environment.	E				
• Personable - good role model.	E				
• Able to work under pressure with Flexibility in approach.	E				
• Good negotiation and advocacy skills.	E				
• Able to undertake basic wound management (e.g., clean, medical photography, steri-strips, medical glue, appropriate dressing etc.).	D				
• Able to undertake advanced wound management techniques (e.g., suturing, staples etc.).	D				
• Can undertake venepuncture, cannulation.	E				
• Can undertake intraosseous (IO) access.	D				
• Can identify critical Limb injuries and know how to manage including dislocations and those needing manipulation.	D				
• Has good understanding on pain management and methods to reduce pain (e.g., analgesia, slings, cold compress, immobilisation etc).	E				
• Can insert Longlines/Midlines with ultrasound guidance.	D				



Other		A	I	T	R
• Portfolio of evidence with evidence of Direct Observation of Procedural Skills (DOPS).	D				
• Experience with using Word and Excel.	E				
• Demonstrates understanding of relevant national strategy/policy and how to relate this to the service.	E				
• Willingness to work in various locations throughout the UEC within NWAFT.	E				
• Must be eligible to work in the UK.	E				
• Experience working with Symphony IT system and or system one.	D				

Assessment Criteria: A = Application, I = Interview, T = Test, R = References

