

**PERSON SPECIFICATION**

<b>Job Title:</b>	<b>Advanced Clinical Practitioner (ACP)</b>	<b>AFC No.:</b>	<b>N0989</b>
<b>Band:</b>	<b>8a</b>		
<b>Department:</b>	<b>Corporate Nursing</b>		
<b>Group:</b>	<b>Corporate</b>		

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Extensive clinical experience</li> <li>• Excellent clinical and practical skills</li> <li>• Evidence of practice within the four pillars of Advanced Practice.</li> <li>• Evidence of continuous professional development and the practical application of new skills to the workplace</li> <li>• Direct supervision of junior staff</li> </ul>	AF/I	<ul style="list-style-type: none"> <li>• Experience of working within speciality</li> </ul>	AF/I
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Registered with relevant professional body- e.g. NMC/HPCPC</li> <li>• Masters Degree in Advanced Practice</li> <li>• Portfolio of evidence</li> <li>• Independent non-medical prescribing, if from a core profession in which NMP is supported or when relevant to the role.</li> <li>• Life Support qualification</li> </ul>	AF/I	<ul style="list-style-type: none"> <li>• Leadership qualification</li> <li>• ILS/ALS/APLS/ATLSdelete as appropriate</li> <li>•</li> </ul>	AF/I
<b>KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>• framework within 6 months of appointment)</li> <li>• In-depth knowledge of issues and developments in speciality-specific area of practice.</li> <li>• IT literate</li> <li>• Ability to critique own practice</li> </ul>	AF/I	<ul style="list-style-type: none"> <li>•</li> </ul>	
<b>PERSONAL QUALITIES</b>	<ul style="list-style-type: none"> <li>• Demonstrates an enthusiastic, approachable and friendly manner</li> <li>• Ability to manage own case load working to priorities and deadlines.</li> </ul>	AF/I	<ul style="list-style-type: none"> <li>•</li> </ul>	

	<ul style="list-style-type: none"> <li>• Able to recognise own limits and work within those limits of competence.</li> <li>• Flexibility to work rotational shifts including nights, weekends and bank holidays.</li> <li>• Able to remain calm and polite under pressure</li> <li>• Positive and assertive manner</li> <li>• Time management</li> </ul>			
<b>MANAGEMENT / SUPERVISION / COORDINATION SKILLS</b>	<ul style="list-style-type: none"> <li>• Experience in clinical audit and quality improvement</li> <li>• Ability to recognise and analyse complex situations and take appropriate action.</li> <li>• Evidence of relevant, recent study and continuing professional development</li> <li>• Appraisal of other members of the MDT.</li> <li>• Ability to demonstrate enthusiasm towards teaching and sharing knowledge.</li> <li>• Proven evidence of management ability and leadership qualities.</li> <li>• Experience compiling/contributing to protocols and clinical guidelines.</li> <li>• Self-motivated and able to work independently and autonomously both within the Trust and with partner organisations</li> <li>• Able to/experience of delivering teaching</li> <li>• Supervision of other healthcare professional ( Eg : nurses,AHPS, trainee ACPs, junior doctors etc..)</li> <li>• Co-ordinate audits/R&amp;D</li> </ul>	AF/I	•	
<b>WRITTEN SKILLS</b>	<ul style="list-style-type: none"> <li>• Able to maintain accurate patient records</li> <li>• Able to prepare sensitive and complex reports</li> <li>• Excellent written communication skills</li> </ul>	AF/I	•	
<b>COMMUNICATION / VERBAL SKILLS</b>	<ul style="list-style-type: none"> <li>• Excellent interpersonal skills with effective oral and written communication skills,</li> <li>• Ability to communicate with all members of the MDT at any level.</li> </ul>	AF/I	•	

	<ul style="list-style-type: none"> <li>• Provide and receive complex and sensitive information in highly emotive situations where there will be barriers to acceptance.</li> <li>• Ability to communicate with patient in an empathetic manner regarding their treatment and procedures.</li> <li>• Ability to provide high quality teaching to all members of the MDT</li> </ul>			
<b>RESPONSIBILITY FOR FINANCIAL AND PHYSICAL RESOURCES</b>	<ul style="list-style-type: none"> <li>• Personal duty of care in relation to equipment and resources.</li> <li>• Best use of resources</li> </ul>	AF/I	•	
<b>PHYSICAL SKILLS</b>	<ul style="list-style-type: none"> <li>• Confidence and ability to accurately assess and manage complex patient presentations to a high professional standard.</li> <li>• Evidence of managing complex patients in stressful and emotional situations</li> <li>• Undertake clinical procedures appropriate for the role (Eg: insertion of catheters, NG tube, cannula, injections, invasive devices etc)</li> <li>• Physical examination of patient</li> <li>• Safe moving and handling of patients</li> </ul>	AF/I	•	
<b>MENTAL EFFORT</b>	<ul style="list-style-type: none"> <li>• Analysis of complex situations</li> <li>• Frequent concentration required when assessing and treating patients, frequent interruptions</li> </ul>	AF/I	•	
<b>WORKING CONDITIONS</b>	<ul style="list-style-type: none"> <li>• Ability to cope with a pressurised environment and able to use own initiative</li> <li>• Evidence of managing complex patients in stressful and emotional situations where life-changing events are being communicated and clinically managed, potential exposure to verbal aggression.</li> </ul>	AF/I	•	
<b>EMOTIONAL EFFORT</b>	<ul style="list-style-type: none"> <li>• Frequent exposure to distressing or emotional circumstances</li> </ul>	AF/I	•	

<p><b>Other</b></p>	<ul style="list-style-type: none"> <li>• Awareness of clinical governance issues.</li> <li>• Awareness of local and national health policy.</li> <li>• Leadership in quality initiatives such as clinical benchmarking</li> <li>• Ability to manage time and workload effectively and to work in a high pressure environment.</li> <li>• Inspirational, with ability to motivate a team.</li> <li>• Flexible, positive, problem solving approach to issues.</li> <li>• Flexible and adaptable, able to work all shifts throughout 24 hour period.</li> </ul>	<p>AF/I</p>	<ul style="list-style-type: none"> <li>•</li> </ul>	
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**Notes on completion**

- How tested: AF - Application Form  
 I - Interview  
 P - Presentation  
 T - Test
  
- If you have any queries please contact your Human Resources Business Partner