

PERSON SPECIFICATION

Post: Lead Nurse Consultant Palliative Care and End of Life

Department: Palliative Care and End of Life

ATTRIBUTES/SKILLS	ESSENTIAL	DESIRABLE	MEASUREMENT
Education and Qualifications	Professional Registration, NMC Relevant post registration qualification in Specialist Palliative Care or equivalent Educated to degree level Masters Degree level education qualification or evidence of equivalent experience Management Certificate or equivalent experience Recognised teaching/assessing qualification or evidence of equivalent experience	Research qualification / experience Nurse prescribing within Scope of Practice	Qualifications & application
Experience	Minimum 5 years' experience at a senior level within SPC /EOLC Services Thorough understanding of Palliative Care and End of Life Care pathways, models and service provision Knowledge of current issues in healthcare and speciality Knowledge of quality, standard setting, benchmarking and audit Evidence of applying national policy locally and involvement in strategic initiatives. Evidence of visible leadership and motivating staff Demonstrable experience of supporting learning in the workplace and use of effective learning strategies to develop practice and care Evidence of improvement in the patient experience and that of carers or significant others Experience of delivering education at a local and national level Experience of effective leadership and team development, with a multi-disciplinary approach	Experience in development and delivery of clinical projects Knowledge of Commissioning Processes	Application & Interview

	<p>Experience of managing change through working with others</p> <p>Knowledge/Experience of budgets and value for money.</p> <p>Sound knowledge of both clinical and non-clinical policies</p> <p>Experience of effective organisation, planning and monitoring of service delivery</p> <p>Evidence of identifying risks and developing/maintaining service risk register</p> <p>Evidence of working across the sector/community, other agencies and commissioning groups</p> <p>Experience in the collection and analysis of data from national and local sources and translating this data for use at Board Level</p>		
Skills and Abilities	<p>Ability to lead and influence change in the field of End of Life</p> <p>Knowledge of the key national drivers within SPCT and end of life in the NHS</p> <p>Advanced knowledge of service redesign, change management processes and influencing strategy.</p> <p>Articulate effectively with advanced written and verbal communication skills and ability to present at local and national level.</p> <p>Ability to deal with complex and challenging emotional and potentially ethically sensitive situations</p> <p>Emotionally resilient, ability to deal with conflict</p> <p>Ability to work strategically with advanced decision making skills to deal with complex cases</p> <p>Ability to be innovative and demonstrate creative thinking</p> <p>Ability to work autonomously, and deal with conflicting demands and pressures</p>	Project Management skills	Application & Interview

	<p>Understanding of cultural differences and health belief models including diversity in the workplace.</p> <p>Ability to network build / maintain effective working relationships</p> <p>IT skills</p>		
Personal qualities	<p>Demonstrates a person-centred approach to care</p> <ul style="list-style-type: none"> • Compassionate • Empathetic • Supportive • Motivated • Professional • Dynamic • Self-aware • Aspirational , 'can do' attitude 		Interview
Values	Demonstrable ability to meet Trust values		Interview/ assessment
Other requirements			