

Person Specification

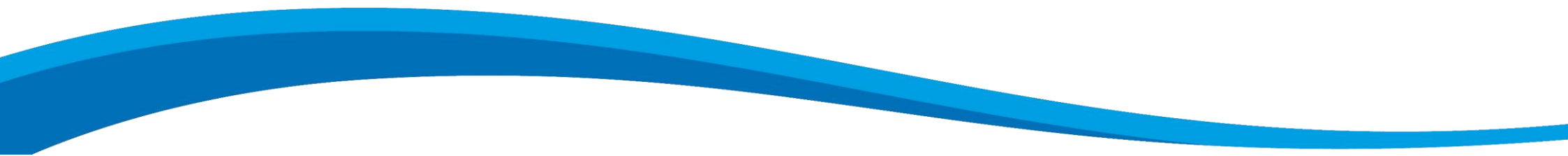
Job Title:	Family Care Nurse Specialist -Palliative	Division/Department:	Neonatal Services/Family Health	Band:	Band 7
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Criteria	Essential	Desirable	Stage Measured at: A = Application I = Interview T = Test
Commitment to Trust Values and Behaviours	Must be able to demonstrate behaviours consistent with the Trust's behavioural standards	<ul style="list-style-type: none"> Demonstrate your own professional TEAM NUH values on a daily basis 	A, I
Training & Qualifications	<ul style="list-style-type: none"> Current registration with NMC Master's degree or equivalent or willingness to work towards/equivalent experience. Degree in health/nursing related studies <p>Relevant post-reg study relevant to specialist pathway / willingness to undertake at degree/masters level</p> <ul style="list-style-type: none"> Evidence of leadership course Research training / experience. Demonstrates and awareness of Research training / experience. Demonstrates and awareness of research principles and their application to clinical practice. 	<ul style="list-style-type: none"> Recognised counselling qualification 	A,I Professional Profile

	<ul style="list-style-type: none"> Advanced Communication Skills Training (or willingness to undertake) 		
Experience	<ul style="list-style-type: none"> Significant post registration experience at band 6 or above, in appropriate clinical setting Demonstrates professional autonomy and effective decision making skills when managing caseload Experience in supervision of registered, non-registered staff and students Ability to convey sensitive info in an empathetic manner to patients, relatives and staff Experience in using relevant hospital IT systems Experience of participating with audit or research within the clinical area Leadership and management experience, including providing staff with feedback on their individual performance and/or conducting appraisals Experience of managing risk, handling clinical incidents and complaints Demonstrates awareness of research and evidence Based practice. 	<ul style="list-style-type: none"> Presenting at meetings/conferences Evidence of writing for publication Experience of setting up and developing a new service Evidence of change management Experience of counselling patients / families 	A,I

	<ul style="list-style-type: none"> • Evidence of teaching and assessment skills, including the teaching of patients, families and colleagues • Evidence of working with a multidisciplinary team in appropriate setting (ie hospital, community) • Experience of developing standards, guidelines and policies • Understanding of neonatal patient pathways and it's complexities and how to support patients 		
Communication and Relationship skills	<ul style="list-style-type: none"> • Excellent oral and written communicator including report writing and presentation skills • Demonstrate basic IT skills • Can minimise interpersonal conflict and barriers to communication, demonstrating evidence of negotiating and influencing skills • Ability to work within a MDT; collaborating with, leading when required, negotiating with and influencing the work of others across a range of disciplines and on own initiative including the sharing of highly complex information and implementation of plans for Service development. • Ability to deliver presentations and chair meetings • Ability to support colleagues, patients and relatives/carers in distressing circumstances • Experience of initiating and implementing change effectively, engaging stakeholders in the process. 	<ul style="list-style-type: none"> • Clinical supervisor • Evidence of networking locally, nationally and internationally 	A,I

<p>Analytical and Judgement skills</p>	<ul style="list-style-type: none"> • Demonstrate confidence in assessing, planning, delivering, prioritising and evaluating patient care • Able to respond to problem situations and ensure that effective interventions are put in place. • Ability to interpret and analyse highly complex clinical and non-clinical information • Lead on the identifying, successful implementation and management of a nursing change process. • Act autonomously in decision making within specialty and level of competence. • Recognition of own level of competence and limitations. Able to identify own learning needs • Evidence of clinical and non-clinical data collection, evaluation, analysis, interpretation and application to clinical practice • Able to critically analyse and evaluate research findings and to apply these to clinical practice • Demonstrate confidence in assessing, planning, delivering, prioritising and evaluating patient care • Demonstrate knowledge and understanding of national policy and current issues affecting specialty and its implications for practice 	<ul style="list-style-type: none"> • Development and monitoring quality standards • Evidence of participation in audit and research • Experience in writing reports 	<p>A,I</p>
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Planning and organisation skills	<ul style="list-style-type: none"> • Demonstrate an ability to prioritise own workload, and that of others. Recognise, prioritise and respond appropriately to urgent and emergency situations within an unpredictable working environment. • Able to lead the development, implementation and monitoring of local protocols and objectives and action plans to lead and introduce change • Demonstrate an ability to supervise and support others in the prioritisation of their patient care • Ability to lead and introduce change • Knowledge and understanding of national policy and current issues relating to neonatal family care and palliative care 	<ul style="list-style-type: none"> • Experience in reviewing service, ensuring compliances with National Standards • Awareness of budget constraints and ordering specialist supplies 	A,I
Physical skills	<ul style="list-style-type: none"> • Physically able to perform the full range of nursing duties. • Demonstrate dexterity and accuracy in undertaking clinical skills, use of equipment and documentation • Competent and capable of using medical equipment • Able to undertake manual handling manoeuvres • Ability to work without Supervision within scope of practice and manage own workload; effective time management. • Ability to work within a variety of different settings 		A,I

<p>Other requirements specific to the role (e.g. be able to work shifts/on call)</p>	<ul style="list-style-type: none"> • Must be able to work hours to suit service need • Clean driving licence • Car owner • Enhanced CRB clearance 	<ul style="list-style-type: none"> • Budget management skills • Running family group sessions 	<p>A,I</p>
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