

## PERSON SPECIFICATION

### Neighbourhood Nurse Clinical Nurse Lead – Band 7

#### Neighbourhood Nursing

#### Requirements

	<b>ESSENTIAL</b>	<b>A/I/T*</b>	<b>DESIRABLE</b>	<b>A/I/T*</b>
<b>Knowledge Training and Experience</b>	<p>RN (General Adult) Education to 1st degree level or equivalent.</p> <p>Evidence of post registration education relating to the care of older people and long term conditions. E.g. Specialist Practice, Nurse Practitioner or other relevant programme.</p> <p>Teaching qualification or SSS&amp;P.</p> <p>Short courses on various aspects of people management and leadership.</p>	A/I	<p>Management Qualification.</p> <p>Relevant Specialist Practice Qualification.</p> <p>Advanced assessment skills.</p> <p>Nurse prescriber.</p>	A/I
<b>Professional/ Statutory Registration</b>	Current NMC Registration	A	<p>Relevant Specialist Practice recorded qualification.</p> <p>Registered Nurse Prescriber.</p>	A

<p><b>Previous experience</b></p>	<p>Substantial post registration experience.</p> <p>Significant experience working at a band 6 nurse level in a role with staff management experience.</p> <p>Experience of successfully leading change management.</p> <p>Experience of direct supervision of qualified and unqualified staff.</p> <p>Experience of and ability to identify the education needs of others</p>	<p>A/I</p>	<p>Experience as a clinical supervisor.</p> <p>Experience of working in or with primary and community care.</p> <p>Experience of budget management.</p>	<p>A/I</p>
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	<p>and give effective feedback.</p> <p>Experience of interagency and collaborative working.</p> <p>Experience of and ability to teach and assess students and those post registration.</p> <p>Experience of providing complex packages of care, which involve other agencies.</p> <p>Experience of clinical audit, benchmarking and evaluation of services.</p> <p>Experience of using data to improve service.</p>			
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<p><b>Skills/Knowledge/Ability</b></p>	<p>Well-developed patient assessment skills.</p> <p>An expert clinician.</p> <p>Able to work as an autonomous practitioner and to make sound clinical judgements and decisions.</p> <p>Able to provide evidence based care and decision making that is responsive to the needs of clients and carers and negotiated in partnership with them.</p> <p>Able to organise and plan complicated staff rotas and make best use of available staff resource.</p> <p>Numerate and able to use spreadsheets and figures to effectively monitor and utilise resources in the team.</p> <p>Able to work across primary and secondary care interface.</p> <p>Excellent organisational and time management skills and ability to facilitate these skills in others.</p>		<p>Full UK driving licence</p>	<p>A/I</p>
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	<p>Able to take a structured approach to pieces of work to meet deadlines.</p> <p>Able to work flexibly, prioritise and respond to changing demands in workload.</p> <p>Able to work with uncertainty and changing situations.</p> <p>Able to organise and lead case conferences and meetings.</p> <p>Computer literate. Internet, email, Word, Excel, Powerpoint, basic database and other IT systems.</p> <p>Able to manage staff, conflict and difficult situations and to challenge and support others appropriately to positive results.</p> <p>Able to treat patients with dignity and compassion. Excellent interpersonal skills.</p> <p>Experience and ability to communicate effectively with a variety of partners and stakeholders-verbally, in writing and electronically.</p> <p>Provide hands on direct clinical care.</p> <p>Able to travel across the Borough to fulfil post requirements</p> <p>Self-motivated with initiative and able to work without close supervision.</p> <p>Able to build rapport and establish effective one to one relationships.</p> <p>Ability to lead others and command the respect of colleagues and the confidence of stakeholders.</p> <p>Manage and lead teams with compassion.</p> <p>Effective role model, willing to take on a challenge.</p>			
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	<p>Team player able to work effectively as a member of a large multidisciplinary team and across organisational and professional boundaries.</p> <p>Able to respond quickly and flexibly to changing priorities and demands of the service and role.</p> <p>Able to think outside of the box and be creative.</p> <p>Flexible working pattern.</p>			
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**A=application**

**I=interview**

**T=Test/ assessment centre**