

PERSON SPECIFICATION

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

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

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

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

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