

### EMPLOYEE SPECIFICATION FOR THE POST OF ADVANCED PODIATRIST: Foot Protection Team

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation

Attribute	Essential	Weight	Desirable	Weight	How Identified
Values and Behaviours	<ul style="list-style-type: none"> <li>All colleagues are expected to demonstrate that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: <b>Trust Honesty Respect Compassion Teamwork</b></li> <li>All colleagues are expected to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion (EDI) and how it applies to their role. The Trust's expectations are highlighted within our EDI Policy, and associated EDI and Human Rights legislation</li> </ul>				
Physical Requirements	<ul style="list-style-type: none"> <li>Physical ability to undertake role</li> <li>The post holder will be required to undertake duties which may lead to exposure to hazards including body fluids, blood, infectious material and dangerous chemicals and occasional exposure to verbal aggression and/or abusive behavior.</li> </ul>				Application, interview, and references

Qualifications: Academic / Professional	<ul style="list-style-type: none"> <li>• BSc in Podiatry or equivalent</li> <li>• POM-A Local Anesthesia Certificate</li> <li>• POM-S Sale and Supply Certificate</li> <li>• Registered with Health and Care Professions Council (HCPC)</li> <li>• Post graduate qualification in diabetes and the foot.</li> <li>• Evidence of Continued Professional development</li> </ul>		<ul style="list-style-type: none"> <li>• Independent prescribing annotation</li> <li>• Post graduate qualification e.g., MSc, or equivalent experience</li> <li>• PGEC or equivalent teaching qualification</li> </ul>		Application, interview, and references
Experience	<ul style="list-style-type: none"> <li>• Appropriate post-graduate experience of working in podiatry providing diabetes and high-risk related foot assessment and management and complex wound care</li> <li>• Evidence of clinical development following qualification</li> <li>• Post graduate experience of working within an acute multi-disciplinary diabetes team</li> <li>• Experience of audit and report writing</li> <li>• Demonstrate a broad spectrum of clinical experience</li> <li>• Significant Post graduate NHS experience</li> <li>• Experience of supervising/mentoring staff and clinical placement students</li> </ul>		<ul style="list-style-type: none"> <li>• Experience of publishing in journals</li> <li>• Teaching/presentation experience</li> <li>• Change management experience</li> <li>• Previous experience of leading a team and service planning</li> <li>• Working in an existing Foot Protection Team</li> <li>• Able to be constructively critical with experience of research/ project work</li> </ul>		Application, interview
Knowledge	<ul style="list-style-type: none"> <li>• Advanced knowledge in the podiatric care of the following areas: diabetes, wound care, vascular</li> <li>• Able to devise, implement and co-ordinate highly specialised treatment regimes</li> <li>• Excellent theoretical and practical knowledge of podiatry relevant to role</li> </ul>		<ul style="list-style-type: none"> <li>• Advanced knowledge of Podiatric dermatology and biomechanics</li> <li>• Must be able to demonstrate a clear understanding of core</li> </ul>		Application, interview

			<p>trust values and be able to articulate in practice</p> <ul style="list-style-type: none"> <li>• Aware of wider NHS issues and challenges</li> </ul>		
Skills	<ul style="list-style-type: none"> <li>• Ability to prioritise workload and time manage</li> <li>• Excellent interpersonal and communication skills</li> <li>• Able to communicate potentially highly sensitive information to at risk patients where there may be communication barriers using negotiating and counselling skills</li> <li>• Advanced Clinical skills to support the assessment of complex foot pathology</li> <li>• Ability to work independently as well as part of a team</li> <li>• Problem resolution and flexibility to respond to new challenges</li> <li>• Ability to work under pressure and an innovative individual with the skills and abilities to develop this new post.</li> <li>• Computer literate in MS Office applications</li> <li>• A resourceful individual, with the-ability to work under pressure within a changing environment prioritizing workload according to patient and service needs</li> <li>• Possess superior organizational skills with the ability and confidence to communicate effectively at all levels.</li> </ul>		<ul style="list-style-type: none"> <li>• Aptitude for clinical reasoning and possession of analytical skills and ability to think laterally</li> <li>• Excellent presentation skills</li> <li>• Excellent clinical leadership skills</li> <li>• Networking skills</li> </ul>		Application, interview
Contractual Requirements	<ul style="list-style-type: none"> <li>• A full UK driving licence and vehicle for business use is required for this post; however reasonable adjustments will be made for disabled individuals in line with the Equality Act 2010.</li> </ul>				Application, interview, health checks and references

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**PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT**

Unclassified