

**Clinical Nurse Specialist -Palliative & End of Life Care (Advance
Care Planning) PERSON SPECIFICATION**

Requirements

	ESSENTIAL	A/I/T*	DESIRABLE	A/I/T*
Qualifications/ Education	Registered General Nurse/Degree Specialist professional knowledge of mentorship, education and development practice to Masters level equivalent Evidence of continuous personal, professional and academic development Leadership course Mentorship course	A/I	To have or working towards a masters degree Quality improvement training	A/I
Skills/Knowledge/ Ability	Experience of mentoring/supervising/ assessing junior staff in practice Experience of involvement in educational initiatives The ability to advocate, negotiate, analyse, influence and make decisions Ability to work within a team as well as independently, organise and prioritise workload Ability to be innovative and flexible Good communication and relationship building skills Excellent written and verbal communication skills Ability to assess highly complex situations Proven skills of work in a multi-disciplinary manner	A/I A/I A/I A/I A A/I		

	IT Skills for database and recording of activity	A/I		
Previous experience	Extensive experience of working autonomously at an advanced level within the specialist area delivering effective patient focused care.	A	Experience of managing clinical projects and/or service development	A/I A
	Experience of leading quality improvement projects	A/I		
	Knowledge of change management/quality improvement methodologies and experience as a facilitator	A/I		
	Proven evidence of management / leadership skills and autonomous practice	A/I		
	Previous experience of student supervision and clinical education at undergraduate level	A/I		
	Experience of delivering patient Advocacy	A/I		
	Experience of audit, research & evidence based care	A/I		
Skills/Knowledge Ability	Advanced clinical, managerial and leadership skills in specialty.	A/I	Ability to interpret and analyse complex data and findings	
	Experience of audit, research & evidence based care			
	Knowledge of quality improvement or implementation methodologies			
	An understanding of resource management			
	Excellent verbal, written, interpersonal & communication skills			
	Able to use skills of history taking and			

	physical assessment to direct patient care Time management and organisation skills Evidence of teaching skills Experience in patient advocacy Ability to conduct & evaluate own projects successfully Knowledge of current clinical & nursing research Ability to critically analyse, interpret data and present to multiple audience Ability to carry out audit and research Excellent presentation skills			
Personal Qualities	Excellent inter-personal and communication skills High level of work organisation, self-motivation, drive for performance and improvement, and flexibility in approach and attitude. Creative, lateral thinker Sensitivity based on knowledge Diplomatic Flexible and positive approach to work Good health/attendance record	I I I		

A=application

I=interview

T=Test/ assessment centre