

University Hospitals Dorset

Person Specification / Interview Score Sheet

Job Title: Advanced Practitioner in Rheumatology

Accountable: Matron/Service Manager

Criteria	Essential Criteria	Desirable Criteria	Mgmt Score	Essential HI*	Desirable HI*
Qualifications	Registered Nurse / AHP Independent prescribing qualification Masters level - Advanced Level Practice course (or working towards)	Leadership/management course relevant to health care environment			
Experience	Recent experience / evidence of managing a caseload of rheumatology patients Clinical knowledge of musculo-skeletal and inflammatory arthritis conditions and assessment NMR IRMER experience An understanding of regional and national issues related to Rheumatology	Teaching experience / mentoring and assessing Demonstrate leadership skills and knowledge Experience of conducting research and audit, and of appraising evidence Experience of working in partnership with all levels of staff Experience in developing protocols, pathways, policies and service development			

Technical Skills Competencies	<p>Able to obtain, analyse and interpret information from patient assessment and interventions, to formulate diagnoses, plan and implement care plans</p> <p>Excellent interpersonal and communication skills, using a range of methods e.g. verbal, written and record keeping</p>	<p>Able to set and meet ambitious improvement standards/ targets and monitor these</p> <p>Able to deal with the demands of a rapidly developing and changing service</p> <p>A commitment to improving patient services through an ability to sustain a clear performance focus on achieving demanding goals</p> <p>A strong sense of personal and team accountability whilst understanding the boundaries around delegated authority, responsibility, accountability and</p>			
Knowledge	Advanced clinical skills and knowledge, working independently as an autonomous practitioner, exercising a high degree of freedom to act.				
Other requirements specific to the role	<p>Standard keyboard skills and IT literacy</p> <p>Manual dexterity, precision and accuracy in physical skills</p>				
Personal Attributes	<p>Self-motivated and reliable, with good organisational skills and workload management</p> <p>Professional role model for advanced clinical practice</p> <p>Evidence of CPD</p>				
Language requirement	Be able to speak English as necessary to undertake the role	Total Score			

Scoring Key:

1	Does not meet criteria
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***HI – How Identified**

A	Application form
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2	Below requirement (serious shortcomings)
3	Acceptable level of competence (some shortcomings in performance)
4	Acceptable level of competence (quality evidence provided)
5	Exceptional standard

I	Interview
T	Test
P	Presentation