

EMPLOYMENT CRITERIA / PERSON SPECIFICATION

The purpose of this specification is to identify the attributes required by applicants to perform the duties in the job description. The specification will be used to shortlist applicants and to compare how well candidates match the agreed specification. It will also be used by potential candidates to understand expectations and identify how their skills, behaviours and experience will be assessed.

Post Title	Radiotherapy Advanced Practitioner, Clinical Specialist	Directorate/Department	Div B
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Assessment Method Key

(Note for candidates: This is not an exhaustive list and if you have any questions about the assessment methods listed, please contact the team member named on the job advert.)

Interview	These criteria will be assessed during an interview, should you be shortlisted.
Application	These criteria will be assessed at shortlisting; therefore anything not advised in your Application can not be scored.
Presentation	During an interview you may be asked to produce a presentation, this is when these criteria will be assessed.

Qualifications / training required

Requirements	Assessment Method	Essential	Desirable
Masters degree or module / equivalence	Application	X	
Degree in Therapeutic Radiography / Diploma of College of Radiographers with specialist experience and courses.	Application	X	
HCPC Registration	Application	X	
Change management and implementation skills	Application	X	
Project management/educational experience/ MSc	Application		X
Understanding of wider cancer agenda and NHS commissioning structure	Application		X
Working toward SoR Accreditation	Application		X

Previous or relevant experience necessary

Requirements	Assessment Method	Essential	Desirable
Ability to lead and manage treatment delivery teams	Application and Interview	X	
Evidence of working at a senior level within a Radiotherapy Department	Application and Interview	X	
Knowledge / Experience of modern Radiotherapy	Application and Interview	X	
Practice and latest technological advances	Application and Interview	X	
Project work	Application and Interview		X

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Evidence of the management of the patient experience in radiotherapy	Application and Interview		X
Aptitudes and skills required			
Requirements	Assessment Method	Essential	Desirable
Highly organised	Application and Interview	X	
Excellent written and communication skills	Application and Interview	X	
Excellent time management skills	Application and Interview	X	
Evidence of communication in difficult situations	Application and Interview	X	
Evidence of teaching / training skills	Application and Interview		X
Evidence of multi-disciplinary practice	Application and Interview		X
Enthusiastic with lots of energy	Application and Interview		X
Highly motivated	Application and Interview		X
Special requirements of the post			
Requirements	Assessment Method	Essential	Desirable
Must be flexible and willing to participate in departmental shift system, 7 day service & on call rota	Application and Interview	X	
Values and behaviours			
Requirements	Assessment Method	Essential	Desirable
Able to demonstrate behaviours that meet the Trust Values <ul style="list-style-type: none"> • Patients First • Always Improving • Working Together 	Application and Interview	X	