



People Centred

Positive

Compassion

Excellence

**PERSON SPECIFICATION**

**FOR THE POST OF**  
**ADVANCED CLINICAL PRACTITIONER**

**AT**

**BLACKPOOL TEACHING HOSPITALS NHS FOUNDATION TRUST**

**JOB TITLE:** Advanced Clinical Practitioner

**BAND:** 8a

**RESPONSIBLE TO:** TBC

**ACCOUNTABLE TO:** Divisional Director of Nursing

**LOCATION:** Blackpool Teaching Hospitals

	Essential Criteria	Desirable Criteria	How Tested
<b>Qualifications</b>	Clinical based Post-graduate Degree  Five years post registration experience of which 3 years' experience are within speciality at a senior level (at least Band 6 or above)  MSc Advanced Practice  Management/Leadership Qualification or attendance at equivalent Leadership Study Days (Masters qualification or equivalent)  Non-Medical Prescriber (V300)  Evidence of Continuous Professional Development  Current registration with the NMC or HCPC	Post basic qualification in speciality	Application

<b>Experience and Skills</b>	<p>Evidence of extensive expert professional/clinical knowledge managing unwell patients in the community, primary or acute setting.</p> <p>Specialist clinical training and CPD in relation to patient history taking, clinical examination and developing management plans for patients.</p> <p>Knowledge and experience of chronic disease management and long term conditions.</p> <p>Effective communicator able to communicate complex and highly sensitive information</p> <p>Evidence of effective people management and leadership skills</p> <p>Evidence of managing staff and multidisciplinary teams</p> <p>Evidence of relevant involvement in meeting the Trust clinical governance objectives</p> <p>Be able to demonstrate the skill to integrate teams from a variety of backgrounds to integrate the social and health agenda</p>	<p>Evidence of working at a senior position within an appropriate health care field</p> <p>Can demonstrate assertiveness, tact and diplomacy appropriately</p> <p>Evidence of involvement in policy and practice change</p> <p>Evidence of proactive involvement in the mentorship and development of nurses and nursing practice</p> <p>Computer Literacy</p>	<p>Application /Interview</p>
<b>Skills and Abilities</b>	<p>Ability to:</p> <ul style="list-style-type: none"> <li>• Prioritise against tight deadlines and work under pressure</li> <li>• Work on own initiative</li> <li>• Identify trends for analysis.</li> <li>• Deal with confidential information.</li> <li>• Work as part of the multi-disciplinary team</li> <li>• Prioritise and demonstrate effective time management and organisational skills.</li> <li>• Actively manage gaps in rotas due to annual leave, sickness etc.</li> <li>• influence &amp; motivate others</li> <li>• Use own initiative</li> </ul>		<p>Interview Assessment</p>

<b>Personal</b>	<p>Ability to demonstrate:</p> <ul style="list-style-type: none"> <li>• Assertiveness</li> <li>• Motivational skills</li> <li>• Negotiation</li> <li>• Problem solving</li> <li>• Decision Making</li> <li>• Delegation</li> <li>• Conflict and problem solving</li> <li>• Enthusiasm</li> </ul> <ul style="list-style-type: none"> <li>• Flexible and mature approach to working</li> </ul> <ul style="list-style-type: none"> <li>• Ability to persuade and influence at all levels.</li> </ul> <p>Ensures that own actions support equality, diversity, rights and maintain quality</p>		<p>Interview Assessment</p>
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