

University Hospitals Dorset

Person Specification / Interview Score Sheet

Job Title: Stroke Practitioner and Specialist Nurse Team Lead

Accountable to: Stroke Service Manager/Consultant Nurse

| Criteria | Essential Criteria | Desirable Criteria | Mgmt Score | Essential HI* | Desirable HI* |
|-------------------------------|---|--|------------|---------------|---------------|
| Qualifications | <ul style="list-style-type: none"> BSc (or equivalent) in Nursing or an Allied Health Profession NMC/ HCPC Registration Qualification in Stroke/Neurology Masters Level Course or attaining within 18 months of commencing post or equivalent experience. | <ul style="list-style-type: none"> Member of Professional Body Module completed in advanced physical assessment Non medical prescribing | | | |
| Experience | <ul style="list-style-type: none"> Recent experience of working in an Acute NHS Stroke service (or similar system) Leadership experience Experience of managing and influencing service development opportunities Experience of providing mentoring and supervision Experience/knowledge of HR processes including: recruitment, sickness/disciplinary/capability management | <ul style="list-style-type: none"> Experience of working in Stroke/TIA clinics setting Experience of working in front door services, eg ED/AMU | | | |
| Technical Skills Competencies | <ul style="list-style-type: none"> Ability to provide and receive complex information, often in difficult and emotive situations Advanced clinical reasoning skills. Audit and research skills. Ability to prioritise workload of self and team Ability to critically analyse a service and implement necessary improvements for optimal patient care and service delivery Ability to teach & supervise staff of all professions and grades Ability to present to a range of audiences Ability to use clinical IT software packages and MS Office Suite | <p>Ability to take a clinical history and complete physical assessment</p> <p>Able to identify need and timeframe for relevant TIA and Stroke investigation</p> | | | |

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| Knowledge | <ul style="list-style-type: none"> • In-depth understanding of the pathology of Stroke and presentation features of Stroke and TIA • In-depth knowledge of the clinical pathway for Stroke and TIA patients from acute to long term care • In-depth understanding of National Stroke/Neurological rehabilitation guidance and their relevance to clinical situations. • Ability to use evidence of research towards informed practice | | | | |
| Interpersonal skills | <ul style="list-style-type: none"> • Excellent interpersonal skills with all levels of staff, patients, carers and relatives • Negotiating and influencing skills, effective at all levels • Leadership and management skills • Ability to work under pressure & with frequent interruptions and frequently manages conflicting demands on time and resources • Organisational and prioritising skills | | | | |
| Other requirements specific to the role | <ul style="list-style-type: none"> • Flexible working pattern to suit needs of service • Potential exposure to environmental hazards • Aware of and acts upon health and safety issues and infection control • Access to own car for work related travel | | | | |
| Personal Attributes | <ul style="list-style-type: none"> • Highly motivated. • Flexible to the needs of the service. • Supportive of staff/team members. • Professional approach • Self-awareness • Recognises stress in self and others • Adaptive to unpredictable workloads. • Ability to work under pressure and with frequent interruptions • Situational awareness and management of self and others • Problem solving and decision-making skills. • Ability to provide and receive complex information, often in difficult and emotive situations • Acts as effective role model | | | | |

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| Language requirement | <ul style="list-style-type: none"> Be able to speak English as necessary to undertake the role | Total Score | | | |
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| Scoring Key: | |
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| 1 | Does not meet criteria |
| 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 |

| *HI – How Identified | |
|----------------------|------------------|
| A | Application form |
| I | Interview |
| T | Test |
| P | Presentation |