

# Person Specification

**Job Title:** Consultant Nurse – Dermatology

**Division/Department:** Ambulatory Care

**Band:** 8b

Criteria	Essential	Desirable	Stage Measured at A – application I – Interview T – Test
<b>Commitment to Trust Values and Behaviours</b>	Must be able to demonstrate behaviours consistent with the Trust’s “We are here for you” behavioural standards		Interview

<b>Training &amp; Qualifications</b>	Master's degree or equivalent in a Health related subject  ENB 998 or equivalent recognised teaching course  Evidence of post graduate study  Non-medical Prescriber  RN Level 1  Evidence of continued professional development – reviewing current practice and research developments within specialist area and application to clinical practice		A I
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<p><b>Experience</b></p>	<p>Significant experience within specific specialist area of pain management</p> <p>Expert advanced Clinical Practitioner</p> <p>Must possess a proven track record and have demonstrable formal research expertise, knowledge and skills</p> <p>Must be able to disseminate information in both written format and in public speaking forum</p> <p>Advanced theoretical and practical knowledge of a wide range of approaches to the management of patients, demonstrated by advanced clinical reasoning</p> <p>Advanced clinical assessment and decision making skills</p> <p>Advanced expert level of knowledge of specialist area in nursing. Previous experience of formal presentations to multi professional group</p> <p>Demonstrate involvement with innovative practice developments and demonstrate evidence of significant achievements gained</p> <p>Experience of facilitating change by collaborating with stakeholders within specialist area, across other professions and both intra and inter organisationally to produce innovative practice and service development showing improved patient outcomes</p>	<p>Experience of joint working with academic institutions ensuring the development of research programmes within the workplace</p> <p>Evidence of publications. Conference presentations</p> <p>Evidence of practically applied appropriate extended scope practitioner skills</p>	<p>A1</p>
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	<p>Previous experience of student supervision and clinical education at undergraduate level</p> <p>Demonstrated understanding of the role and specialist area within the current health environment and the impact of current of current practice and research developments within specialist area and application to clinical practice</p> <p>Clear understanding of other disciplines' roles and expectations</p> <p>Experience of managing clinical services, service innovation and up-to-date knowledge of nursing policy and strategy, together with successful change management experience and a proven track record in launching new initiatives</p>		
<p><b>Communication and relationship skills</b></p>	<p>Ability to lead: within the nursing profession and multi-professional working; within an organisation and across organisational boundaries</p> <p>Excellent written and verbal communication skills demonstrating the use of a variety of media / IT skills</p> <p>Ability to manage change and contain conflict ensuring resolution with positive outcomes, with use of negotiation skills</p>		<p>A I</p>

<b>Analytical and Judgement skills</b>	<p>Competent IT skills</p> <p>Ability to comprehend and work within the Trusts policies such as GDPR, equal opportunities, Health and Safety to meet the differing needs of the patient</p> <p>Ability to translate and integrate evidence based research / guidelines into the development of local pathways of care</p> <p>Ability to develop working relationships locally, regionally and nationally</p> <p>Able to work independently</p>		A I
<b>Planning and organisation skills</b>	<p>Excellent time management and organisational skills</p>		A I
<b>Physical skills</b>	<p>Physically fit and able to comply with the Manual Handling Guidelines</p> <p>Able to perform emergency duties</p> <p>Professional demeanor</p>		A I
<b>Other requirements specific to the role (e.g. be able to drive or work shifts)</b>	<p>Authorised signatory.</p>		