

PERSON SPECIFICATION

Job Title: Paediatric Endocrine Nurse Specialist

Directorate/Department: Children's Hospital

Band: 6

Criteria	Essential	Desirable	Stage Measured at A – application I – Interview T – Test
Commitment to Trust Values and Behaviours	Must be able to demonstrate behaviours consistent with the Trust's "We are here for you" behavioural standards		Interview

<p>Training & Qualifications</p>	<p>RN Child Branch NMC Registration</p> <p>Evidence of continual professional development</p> <p>Teaching qualification ENB 998 or equivalent</p> <p>Safeguarding children level 3 training</p> <p>Up to date with all mandatory training</p>	<p>1st level health related degree or working towards this</p> <p>An accredited endocrine course or willingness to undertake</p> <p>Experience of working within community healthcare settings</p> <p>Community qualification (i.e. Children's Community Nurse)</p> <p>Common Assessment Framework training</p>	<p>A</p>
<p>Experience</p>	<p>Post holder must have completed a period of apprenticeship and be able to demonstrate development of advanced nursing skills at Band 5 or above</p> <p>Experience of working with children and young people</p>	<p>Experience in a paediatric endocrine team</p> <p>Experience of dealing with complex safeguarding situations</p>	<p>A/I</p>
<p>Communication and relationship skills</p>	<p>Excellent oral and written communicator</p> <p>Team player, hardworking/enthusiastic/motivated and flexible</p> <p>Able to provide and receive all levels of information (condition related, social and psychological) including highly complex information and apply basic counselling skills</p> <p>Able to work across a large variety of disciplines</p>	<p>Experienced in using hospital data base systems.</p> <p>Counselling Course or training in Motivational Interviewing</p>	<p>A/I</p>

<p>Analytical and Judgement skills</p>	<p>Able to deal with complex clinical facts and social situations (including safeguarding) which require analytical skills</p> <p>Able to identify problems and find solutions either independently or by liaising with appropriate agencies</p>		<p>A/I</p>
<p>Planning and organisation skills</p>	<p>Able to organise and prioritise a complex caseload of children and young people with endocrine conditions.</p> <p>Respond to the needs and requirements within the Nottingham Children's Hospital</p> <p>Identify self as key worker and work with families and different agencies consistently and continuously</p> <p>Demonstrate effective IT skills (word, emails, Excel spreadsheets, power point)</p>	<p>Use own initiative and be imaginative in terms of moving service forward</p>	<p>A/I</p>
<p>Physical skills</p>	<p>Work in a variety of settings within a working day</p> <p>Able to work flexibly according to the needs of the service.</p> <p>Qualified driver/ with access to a car (to undertake outreach clinics and home visits)</p>	<p>Full driving licence and access to a vehicle.</p>	<p>A/I</p>

<p>Other requirements specific to the role (e.g. be able to drive or work shifts)</p>	<p>Able to access, develop, implement and evaluate specialist endocrine programmes on an individual basis in both an inpatient and outpatient setting and in their own homes</p> <p>Willingness to be involved in the research process with ongoing research projects</p> <p>Able to provide highly specialized advice and information regarding management of all aspects of endocrine care</p> <p>Act autonomously in decision making but refer/discuss with other members of the Endocrine Team as necessary</p> <p>Work with the Endocrine Team to ensure that hospital policies are kept up to date and are also in line with local and national guidelines for endocrinology</p> <p>Teach ward staff and students in the School of Nursing</p> <p>Teach school and social care professionals in various settings, including formal presentations to large audiences and workshops at school's training days.</p> <p>Develop written information for patients and their families</p> <p>Must be committed to supporting the Trust's values</p>	<p>Experience of policy/service development</p> <p>Budget management skills</p> <p>Evidence of audit skills</p> <p>Experience in clinical research</p>	<p>A/I</p>
--	---	--	-------------------

	<p>Evidence of continuing professional development.</p> <p>Able to cope with physical demands of the role</p> <p>Able to adapt quickly to unpredictable work load</p> <p>Ability to cope with stressful situations and to find positive ways of managing own stress</p> <p>Able to manage complex and challenging safeguarding cases including involvement in CAFs, ICPCs, RCPCs and core groups</p>		
--	--	--	--