

PERSON SPECIFICATION

JOB TITLE:	Lead Nurse for Long Term Conditions (LTC)
JOB BAND:	7

GUIDANCE FOR MANAGERS:

This document will not be used for the purpose of advertising the post but should be used as a tool to assist in the shortlisting of candidates. All role requirements detailed in this document, both essential and desirable that will be used to assess the suitability of a candidate must be added to the Role Requirements tab on the Trac System.

Qualifications & Education	Weighting (Essential or Desirable)
First level registration.	Essential
Evidence of undertaking a recognised course of study in teaching and assessing.	Essential
Educated to diploma level or can demonstrate experience of operating at this level	Essential
Evidence of professional development and regular study since qualification.	Essential
Educated to first degree level or evidence of study at degree level.	Desirable

Knowledge and Training	Weighting (Essential or Desirable)
Evidence of high level expert clinical skills in accordance with relevant clinical competencies.	Essential
Evidence of leadership/ management qualities	Essential
Evidence of teaching/ supervision skills	Essential

Experience	Weighting (Essential or Desirable)
Experience of regularly managing a team of staff and other resources in the acute/ community setting.	Essential
Experience of close liaison with members of multidisciplinary team.	Essential
Able to work flexibly e.g., support other Interview Nursing/AHP Teams/Services.	Essential

Communication & Relationship Skills	Weighting (Essential or Desirable)
Ability to demonstrate negotiating and influencing skills	Essential
Effective leadership skills and an understanding of leadership theory and practice	Essential
Evidence of having developed team working skills and implemented teamwork practices	Essential
Knowledge of effective people management practices.	Essential
Knowledge of clinical audit and effectiveness systems.	Essential
Experience of service planning and managing change.	Desirable
Developed and implemented safe systems of work to ensure health and safety of staff, patient and visitors.	Desirable
Experience of managing a budget	Desirable
Computer literate	Desirable
Effective communication skills, verbal and written	Essential
Able to work flexibly e.g., support other Interview Nursing/AHP Teams/Services.	Essential

Analytical & Judgement Skills	Weighting (Essential or Desirable)
Skilled practitioner who can act as a role model.	Essential
Ability to work within a team and develop others.	Essential
Organised approach to work.	Essential
Honest and trustworthy	Essential
Demonstrates attention to detail.	Essential
Demonstrates respect for patient dignity.	Essential
Able to cope with distressing or emotional circumstances.	Essential
Able to cope with some unpredictable work patterns and changing circumstances	Essential

Planning & Organisational Skills	Weighting (Essential or Desirable)
Knowledge of current clinical development, evidence-based practices and professional issues affecting nursing.	Essential
Commitment to evidence-based practice	Essential
Keen to develop own skills and develop nursing practice.	Essential

Equality, Diversity, Inclusion and Trust Values	Weighting (Essential or Desirable)
Able to provide safe, caring, and effective services	Essential
Values and behaviours that reflect the Trust values of Care, Respect and Responsibility	Essential
Commitment to creating a diverse and inclusive workplace that is free from discrimination and where people feel they belong and their contribution is valued	Essential

Prepared by:	Edliz Kelly
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