

### Person Specification

<b>Job Title</b>	Specialist Clinician / Team Leader Generic (bank)		
<b>AfC Band</b>	7 pending job evaluation	<b>Job Code</b>	Mapped to NM.NS.R0542 LUFHT

**Method of Assessment: 'A' Application Form 'C' Certificate 'I' Interview 'R' Reference 'T' Test/Presentation**

Person Specification		Essential	Desirable	Assessment
<b>Qualifications</b>				
1	Registered Clinician NMC/HCPC	x		A/I
2	Post-basic specialist Qualification relevant to speciality	x		A/I
3	Recognised Teaching Qualification	x		A/I
4	First degree	x		A/I
5	Research qualification		x	A/I
6	Recordable specialist qualification		x	A/I
7	Masters		x	A/I
8	Independent Prescriber		x	A/I
<b>Knowledge &amp; Experience</b>				
1	Demonstrable Post-Reg. experience	x		A/I/C/P
2	In depth specialist knowledge	x		
3	Evidence of undertaking the relevant speciality successfully at Band 6	x		A/I/C/P
4	Extensive clinical experience	x		A/I/C/P
5	Evidence of the application of management / leadership skills and managing staff	x		A/I/C/P
6	Involvement in audit	x		A/I/C/P
7	Experience as Specialist Sister		x	A/I/C/P
8	Participation in research		x	A/I/C/P
9	Management qualification		x	A/I/C/P
<b>Skills</b>				
1	Teaching / assessment skills	x		A/I/C
2	Organisation and negotiation skills	x		A/I/C
3	Effective communicator	x		A/I/C
4	Leadership & motivation skills	x		A/I/C
5	Evidence of audit and change management ability	x		A/I/C
6	Computer literate	x		A/I/C
7	Ability to motivate self and others	x		A/I/C
8	Root Cause Analysis	x		A/I/C
9	Evidence of leading and facilitating change		x	A/I/C
10	ECDL		x	A/I/C
<b>Other</b>				
1	Evidence of continued professional development	x		A/I
2	Diplomatic	x		A/I
3	Assertive and confident	x		A/I
4	Personal and professional maturity	x		A/I
5	Recognition of own limitations	x		A/I
6	Demonstrates enthusiasm	x		A/I

7	Ability to work both on own initiative and within a team	x		A/I
8	Flexibility	x		A/I
9	Able to travel between sites	x		A/I