

PERSON SPECIFICATION

Job Title: Nurse Practitioner

ATTRIBUTE	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
<u>Qualifications</u>	<ul style="list-style-type: none"> • Registered first level nurse • Nurse Practitioner Degree or equivalent • Full current driving licence • Independent/supplementary nurse prescribing qualification 	<ul style="list-style-type: none"> • Membership of a professional body 	<ul style="list-style-type: none"> • Application form • Interview • Certificates
<u>Knowledge</u>	<ul style="list-style-type: none"> • Demonstrates an understanding of the roles of the Nurse Practitioner within Primary Care • Knowledge of management of patients with acute and long-term conditions • Knowledge of accountability of own role and other roles in a nurse-led service • Knowledge of health promotion strategies • Knowledge of local and national health policy • Knowledge of clinical governance issues in primary care • Knowledge of patient group directions and associated policy • Willing to develop clinical skills and competencies relevant to the role 	<ul style="list-style-type: none"> • Knowledge of public health issues in the local area 	<ul style="list-style-type: none"> • Application form • Interview • References
<u>Experience</u>	<ul style="list-style-type: none"> • Post registration experience • Recent primary and community nursing experience • Experience of nurse-led management of acute and long term conditions • Experience of implementing protocols and clinical guidelines • Audit experience 		<ul style="list-style-type: none"> • Interview • References

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Competencies	<ul style="list-style-type: none"> • Clinical leadership skills • Clinical skills – assess, diagnose, plan, implement and evaluate treatment/interventions and care for patients presenting with an undifferentiated diagnosis. Clinically examine and assess patient needs from a physiological and psychological perspective, and plan clinical care accordingly • Change-management skills and ability to support patients to change lifestyle • Communication skills, both written and verbal • Ability to communicate difficult messages to patients and families • Negotiation and conflict management skills • Ability to provide teaching and mentorship in a clinical setting 	<ul style="list-style-type: none"> • Mentorship/teaching qualification 	<ul style="list-style-type: none"> • Application form • Interview • References
<u>Training and education</u>	<ul style="list-style-type: none"> • Willingness to undergo education/ training for both practice and service needs • Willingness to work towards professional and performance objectives 		<ul style="list-style-type: none"> • Application form • Professional portfolio
<u>Planning and organisational skills</u>	<ul style="list-style-type: none"> • Able to organise own time and workload, and cope with occasional last-minute changes 		<ul style="list-style-type: none"> • Interview • References
<u>Practical and intellectual skills</u>	<ul style="list-style-type: none"> • Demonstrates self awareness, i.e. strengths and weaknesses, personal qualities and skills • Able to communicate routine information that requires tact and persuasive skills, or where there may be barriers to understanding • Experience of computers/Data inputting • Proficient IT skills • Library and indexing skills/ knows ABC • Literacy skills (spelling, comprehension etc) 	<ul style="list-style-type: none"> • Use of SystmOne Clinical System or similar • ECDL 	<ul style="list-style-type: none"> • Application form • Competency assessment • Interview
ATTRIBUTE	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
<u>Disposition/</u>	<ul style="list-style-type: none"> • Self-directed practitioner 		<ul style="list-style-type: none"> • Application form

<u>personal</u>	<ul style="list-style-type: none"> • Team player • Demonstrates motivation, reliability and commitment to team working and the development of others • Flexibility, commitment and adaptability • Demonstrates an ability to value the opinions of others 		<ul style="list-style-type: none"> • Interview • References
<u>Physical effort/skills</u>	<ul style="list-style-type: none"> • Fitness to do the job • Ability to work within manual-handling policy • Ability to handle simple medical equipment and undertake phlebotomy (dexterity and manipulation skills) • Frequent requirement for light physical effort for short periods • Must be able to travel between sites and undertake home visits • Must either be Hepatitis B immune or be willing to undergo an immunisation course 		<ul style="list-style-type: none"> • Occupational Health Assessment
<u>Mental and emotional effort</u>	<ul style="list-style-type: none"> • Concentration required daily • Ability to deal with occasional exposure to distressing circumstances or emotional events • Ability to deal tactfully and empathetically with distressed or anxious patients and carers 		