

PERSON SPECIFICATION: ADVANCED NURSE PRACTITIONER

The Grange Group Practice

Job title: Advanced Nurse Practitioner

Main purpose of post: An autonomous practitioner working independently of and in conjunction with other health care professionals to assess, diagnose and treat the conditions of patients attending within primary care initiating direct referrals as appropriate.

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
QUALIFICATIONS	RGN/RN Post-grad diploma in Nurse Practitioner Studies, plus supplementary post graduate level courses: Extended and Supplementary Nurse Prescriber	MSc. Teaching and assessing in clinical practice. Other qualifications i.e. RSCN, DN, women's health, counselling.	NMC registration check Professional portfolio
SPECIAL KNOWLEDGE / EXPERIENCE / COMPETENCES	Demonstrate the application of evidenced based practice. Able to demonstrate a depth and breadth of current issues and policies within the NHS and have the ability to translate into practice Autonomous practitioner working independently and in conjunction with other health care professionals. Very high level of clinical skills and competency relevant to the role. Understanding and experience of interagency working and adult/child protection. Evidence of teaching/mentoring students / groups Evidence of continued professional development. Experience of Clinical Governance and risk assessment.	Minimum of 3 years post MSc Nurse Practitioner Studies experience within the clinical field. Experience in leadership role and change management. Special interest.	Application form Interview References

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<p>PRACTICAL AND INTELLECTUAL SKILLS</p>	<p>Able to communicate highly complex, highly sensitive and/or contentious information, including where there are barriers to understanding. Demonstrate high level of self-awareness i.e. strengths and weaknesses, personal qualities and skills. IT skills. Able to communicate with a wide range of people at all levels of the organisation. Competent prescriber. Evidence of innovation in practice.</p>	<p>Able to organise and present seminars, workshops or teaching sessions. Demonstrate leadership behaviour in a variety of settings i.e. strategically and corporately.</p>	<p>Application form Interview</p>
<p>ANALYTICAL AND JUDGEMENTAL SKILLS</p>	<p>Able to understand highly complex situations/information e.g. working with patients with acute, non-acute and chronic illnesses and using a range of skills to decide the best course of action from a range of options and consider the implications of each of these. Be able to manage clinical uncertainty Be able to manage conflict.</p>		<p>Interview / case studies</p>
<p>PLANNING AND ORGANISATIONAL SKILLS</p>	<p>Able to plan and organise own time and workload and cope with last minute changes.</p>	<p>Organising others work patterns to meet changing demands in practice.</p>	<p>Interview</p>
<p>TRAINING AND EDUCATION</p>	<p>Provide education and training to other staff and students. Willingness to undergo education / training for both practice and service need. Willingness to work towards professional and performance objectives (appraisal).</p>	<p>Work with educational institutions in developing and delivering educational programmes Conduct research in specialist area.</p>	

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<p>DISPOSITION / PERSONAL</p>	<p>Demonstrates motivation, reliability and commitment to team working and development of others. Flexibility, commitment and adaptability. Can demonstrate an ability to value others opinions.</p>		<p>Application form Interview References</p>
<p>PHYSICAL SKILLS</p>	<p>Fitness to do the job. Able to work within Manual Handling Policy. Advanced keyboard skills Highly developed physical skills requiring dexterity and accuracy. Hep B immune or willing to undergo immunisation course.</p>		<p>Health screening</p>
<p>MENTAL & EMOTIONAL EFFORT</p>	<p>Frequent periods of concentration. Work pattern unpredictable and multi-tasking required. Occasional requirement for prolonged concentration. Occasionally required to work outside normal working hours. Able to deal with exposure to distressing circumstances, or highly emotional events. Able to cope with exposure to aggressive behaviour.</p>		