Advanced Nurse Practitioner - Person Specification

Job title:	Advanced Nurse Practitioner
Location:	Benfield Valley Healthcare Hub – County Clinic & Burwash Road Here, 4th Floor, 177 Preston Road, Brighton (as required)

You will be assessed according to the extent in which you meet these qualities/skills and how well matched you are to our core beliefs and commitments.

Please note the methods of assessment which are:
A = application
I = interview
C = Certificate
T = Test

Some flexibility may be exercised in the application of the criteria outlined above where a disabled candidate covered by the DDA is unable to meet certain parts of the specification because of their disability. Candidates who this applies to should outline details on their application form. This information will be assessed on an individual basis throughout the selection process.

Requirement	(E)ssential / (D)esirable	Method of assessment (see note to applicants)	On the job training provided?
Criteria 1: Qualifications			
Registered Nurse	E	A	
Post graduate diploma or degree (Nurse Practitioner) or equivalent experience	E	A	
Independent Nurse Prescriber	E	A	
Qualified Triage Nurse	D	A	
Teaching Qualification	D	A	
Criteria 3: Personal Qualities			
Polite and confident	E	A, I	

Requirement	(E)ssential / (D)esirable	Method of assessment (see note to applicants)	On the job training provided?
Flexible and cooperative	E	A, I	
Motivated, forward thinker	E	A, I	
Problem solver with the ability to process information accurately and effectively, interpreting data as required	E	A, I	
High levels of integrity and loyalty	E	A, I	
Sensitive and empathetic in distressing situations	E	A, I	
Ability to work under pressure / in stressful situations	E	A, I	
Effectively able to communicate and understand the needs of the patient	E	A, I	
Commitment to ongoing professional development	E	A, I	
Effectively utilises resources	E	A, I	
Punctual and committed to supporting the team effort	E	A, I	
Criteria 3: Experience and job related knowledge			
Experience of working in a primary care environment	E	A, I	
Experience of working as a practice nurse or community nurse	D	A, I	
Experience of chronic disease management	D	A, I	
Experience of autonomous working	E	A, I	
Experience of managing, leading and developing a team	E	A, I	
Experience of prescribing and undertaking medication reviews	E	A, I	
Criteria 4: Skills			
Understands the importance of evidence based practice	E	A, I	
Broad knowledge of clinical governance	E	A, I	
Ability to record accurate clinical notes	E	A, I	
Ability to work within own scope of practice and understanding when to refer to GPs	E	A, I	
Knowledge of public health issues in the local area	D	A, I	Y
Awareness of issues within the wider health arena	D	A, I	Y
Knowledge of health promotion strategies	E	A, I	
Understands the requirement for PGDs and associated policy	E	A, I	

Requirement	(E)ssential / (D)esirable	Method of assessment (see note to applicants)	On the job training provided?
Excellent communication skills (written and oral)	E	A, I	
Strong IT skills	E	A, I	
Clear, polite telephone manner	E	A, I	
Competent in the use of Office and Outlook	E	A, I	
EMIS / Systmone / Vision user skills	D	A, I	Y
Effective time management (Planning & Organising)	E	A, I	
Ability to work as a team member and autonomously	E	A, I	
Good interpersonal skills	E	A, I	
Problem solving & analytical skills	E	A, I	
Ability to follow clinical policy and procedure	E	A, I	
Experience with audit and able to lead audit programmes	D	A, I	Y
Experience with clinical risk management	D	A, I	Y
Criteria 5: Other Requirements			
Flexibility to work outside of core office hours	D		
Disclosure Barring Service (DBS) check	E	C	Y
Occupational Health Clearance	E	C	Y
Meet the requirements and produce evidence for nurse revalidation	E	C	Y
Evidence of continuing professional development (CPD) commensurate with the role of a NP.	E	A, I	