

## Person Specification

## **Job Title:** Advanced Clinical Practitioner

## **Band: 8a**

**Add Organisation/ Division/ Department** (alter/delete the appropriate wording):

Criteria	Essential	Desirable	Stage measured at: A – Application I – Interview T - Test
<b>Commitment to the organisation's values and behaviours.</b>	<ul style="list-style-type: none"> <li>Must be able to demonstrate behaviour consistent with the organisation's behavioural standards.</li> </ul>		I
<b>Training and qualifications</b>	<ul style="list-style-type: none"> <li>Current registration with the relevant professional body, such as NMC or HCPC.</li> <li>MSc in advanced clinical practice or an equivalent MSc or NHSE Centre for Advancing Practice Digital Badge (or working towards it).</li> <li>Registered Independent Prescriber (if relevant to post)</li> <li>Evidence of teaching, supervision, and assessment skills.</li> </ul>	<ul style="list-style-type: none"> <li>Mentor/ assessor and/or teaching qualification.</li> <li>NHSE Centre for Advancing Practice Digital Badge (or working towards it)</li> </ul>	A, I
<b>Experience</b>	<ul style="list-style-type: none"> <li>Currently working clinically in an advanced practice role</li> <li>Has an up-to-date portfolio of supervised practice in advanced clinical practice.</li> <li>Has evidence of continued professional development (CPD) following successful completion of MSc &amp; qualification as an ACP.</li> </ul>	<ul style="list-style-type: none"> <li>Management and leadership experience.</li> <li>Evidence of involvement in policy and practice change.</li> <li>Clinical work in an autonomous role.</li> </ul>	A, I
<b>Communication and relationship skills</b>	<p>Demonstrates:</p> <ul style="list-style-type: none"> <li>Ability to work within a multi-professional team, often presenting and receiving complex information.</li> <li>Negotiating and influencing skills.</li> <li>Ability to work independently and within a team.</li> <li>Assertiveness skills and the ability to deal with interpersonal conflict.</li> <li>Ability to adapt communication styles that facilitate building honest &amp; trusting partnerships with patients, families, &amp; carers.</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of multi-professional teaching.</li> </ul>	A, I

	<ul style="list-style-type: none"> <li>• Ability to accept constructive feedback &amp; teaching from a variety of sources.</li> </ul>		
<b>Analytical and judgement skills</b>	<p>Demonstrates:</p> <ul style="list-style-type: none"> <li>• Ability to respond to, prioritise and analyse complex health conditions and ensure that effective interventions are actioned in a safe and timely manner.</li> <li>• Ability to deal effectively with clinical issues within defined procedures and guidelines.</li> <li>• Ability to work with undifferentiated and undiagnosed healthcare problems.</li> <li>• Participation in research and audit projects.</li> <li>• Active involvement in organisational operational management.</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership in audit or research.</li> <li>• Involvement in the investigation of serious clinical incidents.</li> </ul>	A, I
<b>Planning and organisational skills</b>	<p>Demonstrates:</p> <ul style="list-style-type: none"> <li>• Ability to provide education, and complete research and audit.</li> <li>• Adaptability according to the needs of the patient/s and organisation.</li> <li>• Self-motivation with evidence of efficient time and deadline management.</li> <li>• Ability to identify learning opportunities and organise own learning and development.</li> <li>• Ability to schedule work commitments across the four pillars of advanced practice with CPD &amp; relevant academic workloads.</li> </ul>		A, I
<b>Physical skills</b>	<p>Demonstrates:</p> <ul style="list-style-type: none"> <li>• Ability to undertake the required clinical duties and procedures.</li> <li>• Ability to manoeuvre patients and perform clinical examinations as required.</li> <li>• Ability to undertake skills involving computers and other equipment.</li> </ul>		A, I
<b>Other requirements specific to the role (e.g. be able to drive or work shifts)</b>	<p>Demonstrates:</p> <ul style="list-style-type: none"> <li>• Flexibility in working patterns and practices.</li> <li>• Ability to support colleagues, patients, families and carers in a variety of circumstances, sometimes distressing.</li> </ul>		A, I