

PERSON SPECIFICATION – ADVANCED NURSE PRACTITIONER

CRITERIA	REQUIREMENTS	ASSESSMENT METHOD
Qualifications and training	<p>Essential</p> <ul style="list-style-type: none"> • Registered first level nurse with BSC or MSC equivalent • Recognised Advanced / Emergency Nurse Practitioner course e.g. RCN • Non – Medical Prescriber • Clinical supervision training and experience • CPR/anaphylaxis training in last 12 months <p>Desirable</p> <ul style="list-style-type: none"> • Mentor/ Teaching qualification • Community Nursing specialist qualification 	Evidence
Experience	<p>Essential</p> <ul style="list-style-type: none"> • Experience of working in accordance with the NMC “Code of Professional conduct” • Accountability of own role and other roles in a nurse-led service • Clinical governance issues in primary care • Experience of implementing protocols and clinical guidelines • Experience of Microsoft Office software, in particular, Word, Excel and email <p>Desirable</p> <ul style="list-style-type: none"> • Audit experience • Experience of EMIS Web clinical system • Previous experience of working in General Practice and/or Community Nursing 	Application Interview References
Knowledge / skills	<p>Essential</p> <ul style="list-style-type: none"> • Advanced clinical practice skills • Management of patients with long-term conditions • Management of patients with complex needs • Advanced clinical examination skills • Clinical leadership skills • Excellent communication skills, both written and verbal • Negotiation and conflict management skills • Ability to work proactively within a team • Dealing with complex and challenging clinical consultations • Understanding of responsibilities under CQC standards • Change management • Teaching and mentorship in a clinical setting • Health-needs assessment 	Application Interview Evidence References

	<p>Desirable</p> <ul style="list-style-type: none"> • Experience of using EMIS • Experience of building and analysing searches using EMIS web • Good presentation skills • Working with community development initiatives 	
<p>Personal qualities</p>	<p>Essential</p> <ul style="list-style-type: none"> • An understanding, acceptance and adherence to the need for strict confidentiality • To have a tolerant, patient and empathetic attitude • Ability to use own judgement, resourcefulness and common sense • Ability to work without direct supervision and determine own workload priorities • Ability to work as part of an integrated multi-skilled team • Flexible, reliable and responsive to change • Demonstrates motivation and commitment to team working and the development of others • A commitment to Primary Health Care and the NHS • A commitment to Equal Opportunities in General Practice • Highly motivated and enthusiastic in role • Ability to work flexibly • Excellent communication skills, both written and verbal Strong organisational skills 	<p>Application Interview References</p>