

Person Specification

Job Title:	Research and Innovation Advanced Clinical Practitioner	Division/Department:	Institute of care excellence	Band:	8a
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Criteria	Essential	Desirable	Stage Measured at: A = Application I = Interview T = Test
Commitment to Trust Values and Behaviours	Must be able to demonstrate behaviours consistent with the Trust's "We are here for you" behavioural standards.		A, I
Training & Qualifications	Current registration with professional body such as NMC or HCPC. MSc in advanced clinical practice or equivalent MSc. Registered Independent Non-Medical prescriber.	Mentor/assessor and/or teaching qualification. Qualification/training in research and innovation GCP training .	A,I Professional Profile
Experience	Currently working as a qualified ACP in NUH with substantial experience Completed portfolio of supervised practice in advanced clinical practice. Evidence of continued professional development following MSc completion.	Management and leadership experience. Evidence of involvement in policy and practice change. Evidence of publishing and presenting research and innovation Experience in patient recruitment Experience as a principle investigator	A,I

Communication and Relationship skills	<p>Ability to work within a multi-professional team, often presenting and receiving complex information.</p> <p>Demonstrates negotiating and influencing skills.</p> <p>Ability to work independently and within a team.</p> <p>Assertiveness skills and the ability to deal with interpersonal conflict.</p> <p>Ability to adapt communication methods to a wide variety of patient abilities/needs.</p> <p>Communication skills that facilitate building honest and trusting partnerships with patients, families and carers.</p> <p>Accepts constructive feedback and teaching from a variety of sources.</p>	Evidence of multidisciplinary teaching.	A,I
Analytical and Judgement skills	<p>Ability to respond to, prioritise and analyse complex health conditions and ensure effective interventions are actioned in a timely manner.</p> <p>Deals effectively with clinical issues within defined procedures and guidelines.</p> <p>Ability to work with undifferentiated and undiagnosed healthcare problems.</p> <p>Participation in research or audit projects.</p> <p>Active involvement in departmental operational development.</p>	Lead in audit or research. Involvement in the investigation of serious clinical incidents	A,I
Planning and organisation skills	<p>Demonstrates adaptability to departmental and patient need.</p> <p>Self-motivated with evidence of efficient time and deadline management.</p> <p>Ability to schedule academic workload and work commitments.</p> <p>Able to identify learning opportunities and able to organise own learning and development.</p>		A,I

Physical skills	<p>Able to undertake required clinical duties/procedures. Ability to manoeuvre patients and perform clinical examinations as required. Ability to undertake computer and other equipment skills.</p>		<p>A,I</p>
Other requirements specific to the role (e.g. be able to work shifts/on call)	<p>Demonstrates flexibility in working patterns and practices. Ability to support, colleagues, patients and relatives in sometimes distressing circumstances.</p>		<p>A,I</p>