

PERSON SPECIFICATION

1. Knowledge, skills and training		Essential	Desirable	Assessment method
1.1	Registered / Qualified health practitioner to degree level supplemented by minimum PG Dip (120 credits) plus working towards MA / MSc or demonstrable extensive experience in the relevant specialty	Yes		Application form / certification
1.2	Evidence of recent evidence based professional development in an up to date portfolio	Yes		Application form / interview
1.3	Learning and Assessing in Practice Qualification or equivalent practice assessors training	Yes		Application form / certification
1.4	Broad clinical and multi-agency knowledge	Yes		Application form / interview
1.5	Knowledge and understanding of the Trust's Strategies	Yes		Application form / interview
1.6	Knowledge and understanding of legislation relevant to area of clinical practice	Yes		Application form / interview
2. Job specific experience		Essential	Desirable	Assessment method
2.1	Experience as a registered practitioner at Band 6 level	Yes		e.g. application form/references/ interview
2.2	Demonstrates specialist expertise and knowledge underpinned by theory acquired through CPD in relation to clinical assessment, treatment and evaluation	Yes		e.g. application form/references/ interview
2.3	Evidence of effective Risk management skills	Yes		e.g. application form/references/ interview
2.4	Evidence of relevant involvement in meeting clinical governance objectives	Yes		e.g. application form/references/ interview
2.5	Evidence of proactive involvement in the supervision and development of members of the multi-disciplinary team	Yes		e.g. application form/references/ interview
2.6	Able to demonstrate knowledge of health policy and its application in practice	Yes		e.g. application form/references/ interview
2.7	Evidence of education and training in practice	Yes		e.g. application form/references/ interview

2.8	Evidence of involvement in the development of programmes of care, protocols and audit	Yes		e.g. application form/references/ interview
2.9	Experience of interdisciplinary working	Yes		e.g. application form/references/ interview
2.10	Able to demonstrate innovation and effective use of resources	Yes		e.g. application form/references/ interview
2.11	Evidence of and ability to actively research for the potential to improve quality and customer care, seeking new ideas and methods to improve health care.	Yes		e.g. application form/references/ interview
2.12	Evidence of involvement in policy and practice change	Yes		e.g. application form/references/ interview
2.13	Practical experience of facilitating and managing change	Yes		e.g. application form/references/ interview
2.14	Able to demonstrate highly developed physical skills where accuracy is important such as in the manipulation of fine tools and materials for patient interventions.	Yes		e.g. application form/references/ interview
3. Managerial/supervisory experience		Essential	Desirable	Assessment method
3.1	Previous clinical people management experience	Yes		e.g. application form/references/ interview
3.2	Able to act as a clinical supervisor	Yes		e.g. application form/references/ interview
4. Finance & Resources		Essential	Desirable	Assessment method
4.1	Able to promote the best use of available resources in the pursuit of quality service provision ensuring a safe environment	Yes		e.g. application form/references/ interview
4.2	Experience of budget management.	Yes		e.g. application form/references/ interview
5. Information Technology		Essential	Desirable	Assessment method
5.1	Confident in the use of computer systems, spread sheets, databases, data collection and coordination, word processing and report writing.	Yes		e.g. application form/references/ interview

5.2	Experience of electronic patient / service user record systems, data entry and reporting	Yes		e.g. application form/references/ interview
6. Personal qualities/attributes		Essential	Desirable	Assessment method
6.1	Able to communicate effectively at different levels of an organisation in both verbal and written form, for example with staff, patients, visitors or external organisations in the exchange of very highly complex, sensitive or contentious information, which will require the use of negotiating and/or persuasive skills.	Yes		e.g. interview
6.2	Able to overcome barriers to understanding where there are physical or mental disabilities.	Yes		e.g. interview
6.3	Able to work independently within sphere of authority	Yes		e.g. interview
6.4	Evidence of skills in diplomacy, negotiation and influencing	Yes		e.g. interview
6.5	Inquisitive and eager to learn, asks questions and responds positively to change in practice/ procedure. Seeks ways to improve self and others.	Yes		e.g. interview
6.6	Ability to adapt to a changing environment and changing priorities	Yes		e.g. interview
6.7	Able to analyse and assess situations where there is potentially conflicting information and be able to make a judgement on an appropriate course of action.	Yes		e.g. interview
6.8	Experience of planning and organising complex activities such as organising own time and that of junior staff and learners, planning off duty rotas, undertaking discharge planning involving co-ordination with other agencies and planning for sudden, unforeseen circumstances.	Yes		e.g. interview
7. Business travel		Essential	Desirable	Assessment method
7.1	Subject to the provisions of the Disability Discrimination Act, able to travel using own vehicle on Trust business.	Level 1* or Level 2*	Level 3*	
8. Additional requirements		Essential	Desirable	
8.1	Demonstrable skills in written and spoken English, adequate to enable the post holder to carry out the role effectively.	Yes		e.g. application form/references/ interview
8.2	Some occasional evening and weekend work may be necessary. Able to participate in on call manager system if required.	Yes		e.g. application form/references/ interview

***Essential / desirable car user definitions**

Level 1 – (Essential) post holder is required to:

- travel an average of more than 3,500 miles a year;
- or travel an average of at least 1,250 miles a year; and necessarily use their car an average of 3 days a week; or spend an average of at least 50% of their time on such travel; including duties performed during the visits;
- or travel an average of at least 1,000 miles a year and spend an average of 4 days a week on such travel, including the duties performed during the visits.
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Level 2 – (Essential) users who use their own vehicles for official journeys other than in the circumstances described under Level 1 above.

Level 3 (Desirable) non-essential car users who may exceptionally be required to travel on Trust business where such journeys could also be reasonably be made by public transport