

Person Specification

Job Title: District Nurse

Division: Out of Hospital Care Collaborative

Job Requirements		Weighting
<p>QUALIFICATIONS/TRAINING</p> <ul style="list-style-type: none"> • Level of education • Professional qualifications • Vocational Training • Post basic qualifications • Training and learning programmes/courses 	<ul style="list-style-type: none"> • Registered Nurse (1st Level) • Degree level qualification or evidence of equivalent knowledge • Health Needs Assessment Qualification • Leadership Qualification • Nurse Prescribing Qualification • Specialist Practitioner Qualification (or working towards) • Coaching Skills 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p>
<p>EXPERIENCE</p> <ul style="list-style-type: none"> • Length and type of experience • Level at which experience gained 	<ul style="list-style-type: none"> • Post registration experience • Competent End of Life experience • Experience of Personalised Care Planning and complex patient management • Experience of working in a team environment • Experience of nurse leadership and management • Evidence of Continued Professional Development • Experience in managing complaints • Experience in service improvement 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p>
<p>SKILLS/KNOWLEDGE</p> <ul style="list-style-type: none"> • Range and level of skills • Depth and extent of knowledge 	<ul style="list-style-type: none"> • Ability to provide supervision and support staff • Must be able to demonstrate nurse leadership skills • Must have experience in utilising health needs assessment skills • Must have knowledge of clinical supervision • Must have excellent prioritisation and time keeping skills • Must be computer literate and have standard keyboard skills • Teaching, presentation and facilitation skills 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p>

<p>PERSONAL QUALITIES</p> <ul style="list-style-type: none"> Sometimes called attributes 	<ul style="list-style-type: none"> Ability to work independently, lead and be part of a team Ability to influence and adapt to service need and demand Ability to be self-motivated High level of interpersonal and communication skills Excellent role model Ability to work at pace 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p>
<p>OTHER JOB REQUIREMENTS</p> <ul style="list-style-type: none"> Physical attributes Specific job circumstances such as unsocial hours Special requirements such as car driver 	<ul style="list-style-type: none"> Must have means of own transport Must be a non-smoker during working hours Must be willing to undertake Criminal records Bureau Disclosure to Enhanced / Standard level Must be legally entitled to work in this country 	<p>E</p> <p>E</p> <p>E</p> <p>E</p>

<p>* Notes on Completion</p>	
<p>JOB REQUIREMENTS</p> <p>The job requirements are in effect the person specification, in that they specify the person who could do the job competently.</p>	<p>WEIGHTING</p> <p>Please indicate for each criteria whether it is Essential or Desirable.</p>