

**PERSON SPECIFICATION**

**Macmillan Breast Care Clinical Nurse Specialist (CNS) – Band 7**

REQUIREMENTS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
<b>Education and qualifications</b>	<ul style="list-style-type: none"> <li>Level 1 Registered Nurse</li> <li>First Level Degree in a relevant field</li> <li>Evidence of in-depth experience and postgraduate study or post registration study such as master's degree or equivalent experience/qualification or formal training or research in addition to short courses and experience.</li> <li>ENB 998 or equivalent teaching/facilitation qualification or experience</li> </ul>	<ul style="list-style-type: none"> <li>Management Qualification</li> </ul>	Application Form/ CV
<b>Occupational experience and abilities</b>	<ul style="list-style-type: none"> <li>2 years current experience within the field at Band 6 equivalent or above</li> <li>A track record of practice excellence and innovation</li> <li>Previous involvement in the development, implementation and audit of clinical guidelines and standards</li> <li>Research experience.</li> </ul>	<ul style="list-style-type: none"> <li>Management experience at ward level</li> <li>Previous involvement in change management</li> <li>Published articles</li> </ul>	Application Form/ CV/ Interview
<b>Knowledge &amp; Skills</b>	<ul style="list-style-type: none"> <li>Able to provide and receive highly complex or sensitive information, where developed persuasive, negotiating, training, empathic or reassurance skills are required.</li> <li>Able to make clinical judgements involving complex facts</li> </ul>		Application Form/ CV/ Interview

	<p>or situations, which require the analysis, interpretation, and comparison of a range of options.</p> <ul style="list-style-type: none"> <li>• Presentation skills.</li> <li>• Understand the importance of team working.</li> <li>• Effective leadership and assertiveness skills</li> <li>• Knowledge of the current local and national nursing agenda and priorities</li> <li>• Demonstrates sound application of theory and evidence to practice</li> <li>• Wide knowledge of relevant organizational policies and procedures</li> <li>• Clear understanding of clinical governance</li> <li>• Ability to manage own work without supervision</li> <li>• Able to meet deadlines</li> </ul>		
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Forward thinking approach to care</li> <li>• A good understanding of the CNS role and the associated responsibility/ accountability</li> <li>• Enthusiasm and motivation</li> <li>• Reliability, flexibility</li> <li>• Clinical credibility</li> <li>• Committed to high professional standards</li> <li>• Able to motivate others</li> <li>• Able to make decisions and lead effectively</li> </ul>	<ul style="list-style-type: none"> <li>• Data collection and presentation methods</li> <li>• Good understanding of needs of patients and the development of services in line with the National Priorities</li> <li>• Able to think strategically and lead/manage projects</li> <li>• Computer literate</li> </ul>	Interview
<b>Other</b>	<ul style="list-style-type: none"> <li>• Ability to travel cross site as required</li> </ul>		Interview

**Additional Information:**

<b>Physical/Mental effort</b>	<ul style="list-style-type: none"><li>• Frequent sitting or standing in a restricted position; occasional moderate effort for several short periods</li><li>• Walks, stands most of shift</li><li>• Moves/manoeuvres patients</li><li>• Frequent concentration, work pattern unpredictable</li><li>• Concentration on patient assessments</li></ul>
<b>Emotional effort</b>	<ul style="list-style-type: none"><li>• Occasional/ frequent distressing/ highly distressing circumstances</li><li>• Deals with distressed relatives, care of terminally ill/ deals with consequences of terminal illness</li></ul>
<b>Working conditions</b>	<ul style="list-style-type: none"><li>• Frequent unpleasant, occasional/ frequent highly unpleasant conditions</li><li>• Smell, noise, dust, body fluids, faeces, vomit, occasional need to empty bedpans, urinals, seroma aspirate.</li></ul>