

# Person Specification

<b>Job Title:</b>	Advanced Clinical Practitioner	<b>Division/Department:</b>	Surgery Division, Rehabilitation	<b>Band:</b>	8a
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Criteria	Essential	Desirable	Stage Measured at: A = Application I = Interview T = Test
<b>Commitment to Trust Values and Behaviours</b>	Must be able to demonstrate behaviours consistent with the Trust's behavioural standards		A, I
<b>Training &amp; Qualifications</b>	Current registration with professional body such as NMC or HCPC. MSc in advanced clinical practice or equivalent MSc. Registered Independent Non-Medical prescriber. Evidence of teaching, supervision & assessment skills	Mentor/assessor and/or teaching qualification.	<b>A,I Professional Profile</b>
<b>Experience</b>	Currently working as a qualified ACP 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. Clinical work in an autonomous role.	<b>A,I</b>

<b>Communication and Relationship skills</b>	<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	<b>A,I</b>
<b>Analytical and Judgement skills</b>	<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>	<p>Involvement in the investigation of serious clinical incidents</p> <p>Lead in audit or research.</p>	<b>A,I</b>

<b>Planning and organisation skills</b>	<p>Demonstrates adaptability to departmental and patient need. Self-motivated with evidence of efficient time and deadline management. Ability to schedule academic workload and work commitments. Able to identify learning opportunities and able to organise own learning and development. Ability to provide education, complete research and audit.</p>		<b>A,I</b>
<b>Physical skills</b>	<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>		<b>A,I</b>
<b>Other requirements specific to the role</b> (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. Ability to work across both Trust Campus, QMC and City Hospital, as well as the National Rehabilitation Centre.</p>		<b>A,I</b>