

Person Specification

Job Title:	Trainee Advanced Clinical Practitioner	Division/Department:	Family Health Neonatal intensive care	Band:	AfC Band 7 <i>dependant on business case, rota contribution and ACP training progression</i>
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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 behavioural standards.		A, I
Training & Qualifications	<p>Current registration with professional body (e.g. NMC, HCPC) with the ability to undertake Non-Medical Prescribing.</p> <p>UK degree at minimum 2:2, or degree with statement of comparability at level 6 or 7 (UK ENIC) if undertaken at a non-UK HEI.</p> <p>GCSE grade A* - C in Maths and English or Functional Skills Level 2 Maths and English.</p>	<p>Post-registration qualification or training relevant to speciality.</p> <p>Working towards MSc in Advanced Clinical Practice.</p> <p>Registered Independent Non-Medical prescriber.</p> <p>Mentor/assessor and/or teaching qualification.</p> <p>NLS Provider/Instructor.</p> <p>Working in New Ways Packages relevant to the specialty.</p>	A, I

Experience	<p>Minimum 4 years post-registration experience.</p> <p>Minimum 2 years clinical work in a relevant setting.</p> <p>Minimum 1 year working at AfC Band 6 or above.</p> <p>Evidence of continued professional development.</p> <p>Evidence of teaching, supervision and assessment skills.</p>	<p>Management and leadership experience.</p> <p>Evidence of involvement in policy and practice change.</p> <p>Clinical work in an autonomous role.</p>	A, I
Communication and Relationship skills	<p>Ability to work within a multi-professional team, often presenting and receiving complex information.</p> <p>Assertiveness skills and the ability to deal with interpersonal conflict.</p> <p>Ability to adapt communication to a wide variety of patient abilities/needs and deal with potentially difficult or distressing situations effectively.</p> <p>Communication skills that facilitate building honest and trusting partnerships with patients, families and carers.</p>	<p>Evidence of conflict management.</p> <p>Accepts constructive feedback from a variety of sources.</p>	A, I
Analytical and Judgement skills	<p>Ability to respond to, prioritise and analyse health conditions and ensure effective interventions are actioned in a timely manner.</p> <p>Deal effectively with clinical issues within defined procedures and guidelines.</p>	<p>Participation in research or audit projects.</p> <p>Able to work with undifferentiated and undiagnosed healthcare problems.</p>	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> <p>Ability to effectively prioritise competing demands.</p>		A, I
Physical skills	<p>Able to undertake required clinical duties/procedures.</p> <p>Ability to perform clinical examinations as required.</p> <p>Knowledge and use of IT systems including excel.</p>	<p>Completion of a clinical skills module.</p>	A, I
Other requirements specific to the role (e.g. be able to work shifts/on call)	<p>Demonstrate flexibility in working patterns and practices.</p> <p>Ability to support colleagues, patients and relatives in sometimes distressing circumstances.</p>		A, I