

Person Specification	
Job Title:	Dermatology Nurse Specialist
Grade:	7
Reports To:	Matron, Head and Neck Clinical Business Unit

Criteria	Essential or Desirable Criteria		Assessment Method			
			A	I	T	R
Education and Qualifications						
• Registered Nurse	E		✓			
• Degree in Nursing or equivalent	E		✓			
• Master’s Degree in relevant field		D	✓			
• Non-Medical Prescriber or willingness to undertake	E		✓			
• Management and/ or leadership qualification	E		✓			
• Enthusiasm for learning and ongoing professional development	E		✓	✓		✓
• Post graduate study in teaching, mentorship and/ or coaching		D	✓			
Experience						
• Experience of senior role within acute hospital setting Band 6 or above	E		✓			✓
• Experience of staff management		D	✓			✓
• Involvement in change management process within a clinical environment	E		✓			
• Recent and relevant clinical experience relating to speciality	E		✓			✓
• Detailed experience in facilitation/ teaching/ assessing/ coaching	E		✓			
• Evidence in both autonomous practice and MDT working	E		✓			✓
• Engagement in Audit and Quality Assurance processes	E		✓			
• Competent and effective in IT skills	E		✓			
Knowledge						
• Knowledge of normal Skin anatomy and physiology	E			✓		

• Awareness of key policy and guidance pertaining to Dermatology	E			✓		
• Demonstrate practice with underpinning knowledge as per Dermatology Nurse Competencies or willingness to undertake	E					
• Sound understanding of professional accountability, responsibility and has confidence in own scope of practice	E			✓		
• Awareness of NHS initiatives and the national changing landscapes, appreciates potential impact on service delivery		D		✓		
Key Skills						
• Excellent communication skills	E			✓		✓
• High emotional intelligence	E		✓	✓		
• Expert clinical skills in speciality	E		✓	✓		✓
• Ability to advocate for patients, encouraging patient involvement in informed decision-making process	E			✓		
• Confident in evidence based clinical decisions making, as an independent practitioner and within the MDT	E		✓	✓		
• Excellent organisational skills, able to priorities own workload and meet conflicting deadlines	E			✓		✓
• Creative, resourceful, imaginative, and innovative	E			✓		✓
• Ability to critically analyse and apply practice based on research and evidenced	E			✓		
Other						
• Awareness and respect for colleagues, patients and relatives cultural, religious, and emotional needs and beliefs	E			✓		
• Able to demonstrate behaviours consistent with the Trusts Values and Behaviours	E			✓		
• Be prepared to work across sites as and when required	E			✓		
• Professional appearance & behaviour	E			✓		
• Good previous attendance record	E					✓
• Satisfactory enhanced DBS check against vulnerable groups barred lists	E		DBS			

Assessment Criteria: A = Application, I = Interview, T = Test, R = References