

# Person Specification

**Job Title:** Clinical Nurse Specialist

**Grade:** Band 7

**Reports To:** Jane Carpenter

Criteria	Essential or  Desirable Criteria		Assessment Method			
			A	I	T	R
Education and Qualifications						
• Masters level qualification or unit in specialist field.		D	✓			
• Specialist module in palliative field, or working toward	E			✓		
• Advanced Communication Skills	E		✓			
• Independent Nurse Prescribing		D				
Experience						
• Up to date evidence of 4 Pillars of Practice		D	✓			✓
• Can demonstrate nurse leadership through extended roles	E		✓	✓		✓
• Managing people		D	✓	✓		✓
• Multi-disciplinary Team working	E		✓	✓		
Knowledge						
• Specialist palliative care symptom control and ability to identify palliative emergencies.	E			✓		
• Holistic Palliative Assessment	E					
• Up to date knowledge of palliative care guidance and best practice local and national initiatives	E			✓		
• Ethical dilemmas and how to approach them		D		✓		
• Legislation including knowledge of Mental Capacity and Care Act .	E					
Key Skills						
• Good written and verbal communication Skills	E			✓		✓
• Ability to work collaboratively and build positive working relationships	E			✓		
• Ability to use electronic patient record systems	E			✓		
• Creative problem solving	E			✓		
• Critical thinking	E			✓		
• Quality Improvement and innovation		D				
• Demonstrate ability to formulate a patient plan of care	E					✓
•		D				
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*

