

Person Specification

Criteria	Essential	Desirable
Qualifications	<p>Registered first level nurse</p> <p>Community nursing specialist qualification or equivalent</p> <p>Relevant nursing/health degree</p> <p>Mentor/teaching qualification</p> <p>Clinical supervision training and experience</p> <p>Diabetic Diploma</p> <p>Membership of a professional body</p> <p>A demonstrable commitment to professional development</p>	<p>Independent/supplementary nurse prescribing qualification</p> <p>Insulin start qualification</p> <p>Asthma/COPD diploma</p>
Experience	<p>Minimum 5 years post registration experience</p> <p>At least 2 years recent primary and community nursing experience</p> <p>Experience in nurse-led management of long-term conditions</p> <p>Demonstrable experience of people management including staff appraisals</p> <p>Previous experience in a management or team lead role.</p> <p>Experience in writing & implementing protocols and clinical guidelines</p> <p>Experience in quality initiatives such as clinical benchmarking</p> <p>Audit skills</p>	<p>Research Programmes</p> <p>Employment law, health & safety, employment contracts</p> <p>Experience of EMIS web</p> <p>Experience of Microsoft office software</p>
Skills	Clinical leadership skills	COPD and Asthma Skills

	<p>Clinical skills – diabetes, cervical cytology, immunisation and vaccination</p> <p>Skills in management of staff and teams</p> <p>A “solutions-focused” approach and able to problem solve</p> <p>Ability to listen and empathise</p> <p>Negotiation, conflict resolution, change management & Delegation skills</p> <p>Ability to manage upwards</p> <p>Change-management skills and ability to support patients to change lifestyle</p> <p>Communication skills, both written and verbal including ability to communicate difficult messages to patients and families</p> <p>Teaching and mentorship experience in a clinical setting</p> <p>Competent to manage IT systems/networks and train staff – excellent keyboard and IT skills</p>	
<p>Knowledge</p>	<p>in management of patients with long-conditions including COPD and asthma</p> <p>Understanding of accountability of own and others roles in a nurse-led service</p> <p>Knowledge of health promotion strategies</p> <p>Understanding of local and national health policy</p> <p>Knowledge of clinical governance issues in primary care</p> <p>Knowledge of patient group directions and associated policy</p> <p>Mentorship skills</p>	<p>Knowledge of public health issues</p> <p>Ability to identify determinates on health in the local area</p> <p>Knowledge of public health issues in the area</p> <p>Wider health economy awareness</p> <p>Management knowledge</p>

<p>Qualities and Attributes</p>	<p>An understanding, acceptance and adherence to the need for strict confidentiality</p> <p>Ability to use own judgement, resourcefulness and common sense</p> <p>Ability to work without direct supervision and determine own workload priorities</p> <p>Ability to work as part of an integrated multi-skilled team</p> <p>Pleasant and articulate</p> <p>Able to work under pressure</p> <p>Able to work in a changing environment</p> <p>Ability to self-motivate, organise and prioritise own workload</p> <p>Adaptive, innovative and forward looking</p> <p>Gains respect by example and leadership</p> <p>Considered steady approach</p> <p>Enthusiasm with energy and drive</p> <p>Strategic thinking with vision</p> <p>Hard working, reliable and resourceful</p> <p>Diplomacy</p>	
<p>Other</p>	<p>Self-directed practitioner</p> <p>Flexibility of working hours/able to work at the desired times</p> <p>Experience of primary care</p> <p>Team player</p> <p>Ability to work across boundaries</p>	