

Person Specification

Post:	Practice Development Nurse	Grade:	7		
Department	Day Treatment Centre, Surgical Pre-Assessment, Chemotherapy Suite and Surgical Wards	Candidate Name			Notes
Attribute		Essential	Desirable	How Assessed	
Education / Qualifications	<ul style="list-style-type: none"> Registered Nurse (part 1 of register) Practise Supervisor and Assessor Course Nursing Degree or equivalent clinical experience Master's Degree in Nursing or suitable subject or working towards Evidence of continued own professional development Post Graduate Certificate in Education 	<ul style="list-style-type: none"> √ √ √ √ √ √ 	<ul style="list-style-type: none"> √ √ 	Application	
Skills & Abilities	<ul style="list-style-type: none"> Ability to manage and prioritise own workload Effective oral and written communication skills Proven teaching and assessing skills using innovative delivery methods. IV drugs administrator Ability to identify, facilitate and lead change management when required IT Literate including Microsoft applications (ie word & excel) Proven ability to facilitate and support staff in personal and professional development Able to think creatively, analyse and solve problems Ability to use audit and research in the clinical setting Chairing and organising meetings 	<ul style="list-style-type: none"> √ √ √ √ √ √ √ √ √ √ 	<ul style="list-style-type: none"> √ √ 	Interview and references	

<p>Knowledge & Experience</p>	<ul style="list-style-type: none"> • Knowledge of critical analysis in order to provide evidence-based practice • Awareness of current issues in the NHS nursing practice and education • Evidence of ongoing professional development • Understanding of audit process • Evidence Based Practice • At least 5 years recent post registration experience • Recent experience of functioning as a practice assessor or supervisor to train learners and junior staff • Experience of facilitating and implementing teaching programmes to meet training needs • Multidisciplinary working • Evidence of audit implementation • Previous management experience • Experience of undertaking/participating in Training Needs Analysis 	<p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p>	<p>√</p> <p>√</p> <p>√</p> <p>√</p>	<p>Interview and application</p> <p>Interview and application</p>	
<p>PERSONAL QUALITIES</p>	<ul style="list-style-type: none"> • Highly motivated and motivating • Good interpersonal skills • Assertive • Active listener • Articulate • Flexible attitude • Positive approach to work / team player • Ability to work independently • Displays personal integrity • Creative lateral thinker 	<p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p>		<p>Interview and references</p>	
<p>Other</p>	<ul style="list-style-type: none"> • Record of good health • Willing to be flexible to meet the changing needs of the service • Ability to network internally and externally 	<p>√</p> <p>√</p> <p>√</p>		<p>References</p>	

Completed by:

Date:.....

Offer post Yes/ No

Comments

April 2023

Updated for S&C ICSU by R. Sy 2023

April 2023