

Person Specification

Requirements	Essential / Desirable	Assessment Method
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Education and Qualification		
Registered Nurse (RN/RNMH/RNLD)	Essential	Application form
Post graduate qualification in relevant field	Essential	Application form
Evidence of continued professional development/training in relevant areas, including dementia and leadership	Essential	Application form
Commitment to continued professional and practice development through Dementia UK's Admiral Nurse Academy	Essential	Application form and interview
Completion of Dementia UK's Pre Admiral Nurse e-learning course prior to starting in post	Essential	Interview
Postgraduate qualification in dementia/leadership	Desirable	Application form

Experience and Knowledge		
Significant post registration clinical experience of supporting people with dementia and their carers/families Experience of: <ul style="list-style-type: none"> • completing holistic nursing assessments • providing bio-psychosocial interventions • facilitating and delivering training/ development of staff • working as an autonomous practitioner • managing care transitions • professional supervision of staff, including staff development, critical companionship, and role modelling • audit/evaluation of clinical practice • collaborative/multi-agency working 	Essential	Application form and interview
Experience in service specific setting	Desirable	Application form and interview
Experience of leading/managing a service	Desirable	Application form and interview
Experience of supporting practice development/ quality improvement and service evaluation	Desirable	Application form and interview

Skills and Ability		
Ability to demonstrate the 6 Admiral Nurse competencies: <ul style="list-style-type: none"> • person-centred care • therapeutic skills • triadic relationship centred working • sharing knowledge • delivering best practice 	Essential	Application form

• critical reflective practice		
Skills to enable clinical leadership, including: <ul style="list-style-type: none"> • strong communication skills • good facilitation/presentation skills • ability to influence change • ability to act as a decision maker and advocate • expert clinical practice • the ability to use appropriate information technology, including MS office software to enable efficient service delivery 	Essential	Application form
Knowledge to enable clinical leadership, including an understanding of: <ul style="list-style-type: none"> • relevant policies/national strategy in relation to dementia care • Admiral Nursing and its application • evidence based practice in dementia care and practical application within the relevant setting 	Essential	Application form
Ability to build constructive relationships with warmth and empathy Ability to treat families affected by dementia with respect and dignity Working together for people with dementia/ carers Demonstrates compassion and a caring nature Demonstrates a commitment to quality of care Demonstrates integrity and respect	Essential	Application form
Understanding of local/national skills and competency frameworks	Desirable	Application form and interview
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Zero Tolerance Statement

At Blackpool Teaching Hospitals we are committed to zero-tolerance. The Trust will not tolerate any form of sexual assault, bullying, harassment and discrimination and we will all take responsibility to speak up if we see or experience it. 'Zero tolerance' means that every allegation of a sexual offence, bullying, harassment or discrimination will be treated seriously. The Trust has implemented policies and procedures to address any of these incidents and allegations. Every allegation will receive prompt, thorough, efficient, and independent investigation. Independent means that the investigation will be conducted from someone outside of the team, division or externally.

Values

BTH are committed to fostering a positive and inclusive work environment where every individual is respected, valued, and supported. We recognise that our greatest asset is our people, and we strive to attract and retain professionals who embody our core values. To address previous challenges and promote a culture of excellence, we are seeking individuals who align with our renewed commitment to these values:

Caring

We work in an open and transparent way, support each other, and show kindness and compassion to ourselves and others

Safe

We do our job well, strive to learn and do things better, whilst taking responsibility for the quality, safety, and effectiveness of our actions

Respectful

We see people as individuals. We are open, honest and treat everyone with dignity and respect