

PERSON SPECIFICATION

Job Title:	Senior Advanced Neonatal Nurse Practitioner
AfC Band:	8b

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Broad and advanced knowledge of clinical pathophysiology • Significant clinical experience in neonatal critical care • Level 7 (Masters) degree in advanced practice. • Evidence of competence to meet all 4 Pillars of Advanced Practice. • Mentoring/ teaching qualification • V300 non-medical prescribing course 	<ul style="list-style-type: none"> • Honorary Lecturer • status with local HEI • NLS Instructor • ARNI instructor
Professional Registration	<ul style="list-style-type: none"> • NMC registration (5 years minimum ANNP experience) 	
Knowledge, Training & Experience	<ul style="list-style-type: none"> • Broad and advanced knowledge of clinical pathophysiology • Significant clinical experience in neonatal critical care • Has a sound level of knowledge in relation to invasive and non-invasive diagnostic and therapeutic procedures • Evidence of competence neonatal critical care- specific clinical skills • In-depth knowledge of current clinical evidence- based practice 	<ul style="list-style-type: none"> • Evidence of teaching procedures to others. • Portfolio of Evidence.

	<ul style="list-style-type: none"> • Willingness to perform and/or learn additional advanced clinical skills appropriate to neonatal critical care. • NLS Qualification 	
<p>Skills & Abilities</p>	<ul style="list-style-type: none"> • Drive to improve the service. • Evidence of QI & audit • Flexible and responsive to the changing needs of the service • Personal Attributes • Highly motivated self- directed practitioner with excellent organisational skills • Excellent communication skills verbally and written. • Well-developed facilitation and influencing skills, effective negotiation, and conflict management skills. • Team player • Evidence of leadership at local level • Experience within adjacent services • Leadership qualification course • Experience of budget management • Ability to manage a team of patients and prioritise workload. • Operational knowledge of adjacent services • Team building skills and ability to manage emerging practitioners. • Understanding of equal opportunities • Experience of multidisciplinary working • Experience in teaching members of the 	<ul style="list-style-type: none"> • Experience with working with adjacent services • Leadership qualification course. • Experience of team leading

	multidisciplinary team and responding to learning	
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Living our Values

All colleagues are expected to demonstrate the NCA values and underpinning behaviours as you carry out your role.

Values	Behaviours (I will...)
CARE We listen and treat each other with kindness.	Provide the highest standard of care, with compassion and kindness.
	Communicate clearly, actively listen and be person centred.
	Seek to understand and empathise.
	Collaborate to deliver services that are safe and give confidence in our care.
APPRECIATE We value and respect each other's contribution.	Recognise and openly acknowledge how we all make a difference.
	Value and respect others and share in celebrating our successes.
	Treat people fairly, notice, champion and positively appreciate diversity.
	Provide constructive feedback to support growth and development.
INSPIRE We speak up and find ways to be even better.	Have a voice and act with integrity and honesty.
	Make time to learn, share and find new ways of working.
	Be positive, be open to change and empower others.
	Work with my team and other teams to agree and deliver best outcomes.

Appendix

The below details all the standard Trust requirements which must be incorporated within the role.

Infection Prevention
Employees will adhere to all Trust Infection Control policies and procedures which are relevant to the post and undertake any appropriate mandatory training. All colleagues will ensure that advice is sought from the infection control team as required and appropriate action is taken to minimise cross infection.
Safeguarding
The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees and volunteers to share this commitment. You will be expected to fulfil your mandatory safeguarding training at the level applicable to this role.
Health and Safety
Employees must act in accordance with the Health & Safety at Work Act 1974, and subsequent legislation, under which they must take reasonable care to avoid injury to themselves and to others who may be affected by their work activities. Employees are required to co-operate with the Trust in meeting statutory requirements. Employees must not intentionally or recklessly interfere with, or misuse anything that is provided in the interest of the health, safety and welfare of colleagues, patients, and the general public.
Confidentiality and Data Protection
Employees are required to uphold the confidentiality of all records held by the Trust, whether patient records or Trust information. Unauthorised disclosure of any confidential information, or that covered by the Data Protection Act may result in disciplinary action.
Equality and Diversity
All colleagues are required to understand the equality and diversity commitments and statutory obligations under the Equality Act 2010. You must act in ways that support Equality, Diversity, and Inclusion (EDI) and recognise the importance of people's rights in accordance with legislation, policies, frameworks, procedures, and good practice.

Colleagues must recognise and report any behaviour that undermines equality under Trust policy and further EDI activity by:

- eliminating discrimination, harassment, and victimisation
- advancing equality of opportunity between people who share a protected characteristic and those who don't.
- fostering good relations between people who share a relevant protected characteristic and those who don't.
- understanding the impact of policies, services, and practice on people with different protected characteristics

Code of Conduct

Colleagues that have a national Code of Conduct are expected to adhere to that Code and failure to do so could result in disciplinary action being taken. Colleagues who do not have a regulatory body are expected to conduct themselves in a professional manner and in line with the Trust values and policies at all times.

Leadership and Development

We believe our colleagues play a vital role in delivering excellence, and that everyone has the ability to demonstrate leadership and make a difference. As a member of our team, we expect you to live the NCA values: Care, Appreciate and Inspire through your daily habits, to improve outcomes for patients, customers, and service users across the system. In return we provide a range of development opportunities that help you to realise your potential and reach your professional best.

As you join us, you are required to attend our Corporate Induction, complete the Trust's mandatory training, and participate in the NCA Accelerated Leader Development Programme if you are in a leadership or management role. Your annual My Time appraisal conversation helps to continually review your contribution and ongoing priorities through your Personal Development Plan, informed through a wide choice of development available to you.

Flexibility

This job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time, in discussion with the post holder. This job description is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.