

Advanced Clinical Nurse Specialist Cardiology

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Job Advert



Advanced Clinical Nurse Specialist (Cardiology)
Band 8a £62,681 - £67,665 per annum
Plus Distant Islands Allowance of £1,406 per annum
37 hours per week
Permanent post

NHS Western Isles is seeking a qualified and experienced **Advanced Clinical Nurse Specialist (ACNS) in Cardiology** to lead and deliver high-quality, nurse-led cardiac care across our island communities. This expert clinical role provides advanced assessment, diagnosis, treatment and rehabilitation for patients living with cardiac disease, working across hospital and community settings as part of a multidisciplinary team.

You will lead the Cardiac Specialist Nursing Service, managing a caseload of around 300 patients across the Western Isles and supporting approximately 15 new referrals each week. As the senior clinical specialist, you will ensure safe, effective nurse-led cardiology clinics—including heart failure, cardiac rehabilitation, familial hypercholesterolaemia and chest pain assessment—while maintaining strong links with off-island consultant-led services.

Based in Stornoway, the department delivers evidence-based, person-centred cardiac care, supporting prevention, early intervention and long-term condition management. You will play a key role in clinical decision-making, service development, education and providing specialist advice to colleagues, patients and families.

About You:

You will be a Registered Nurse with substantial experience in managing cardiac conditions, advanced clinical assessment skills and independent prescribing. Strong leadership, autonomous practice, and the ability to work across professional and geographical boundaries are essential. Join us in shaping high-quality cardiac care for our island population.

Interested:

For an informal conversation, contact Adam MacDonald, Associate Director Clinical Services, Deputy Director of Nursing via email: adam.macdonald@nhs.scot.

The post attracts relocation expenses to support a successful candidate to move to the Western Isles.

The successful applicant will be required to register with the PVG Scheme (Protecting Vulnerable Groups Scheme). This post is not eligible for relocation expenses.

All NHS Western Isles vacancies appear on the NHS Scotland website: apply.jobs.scot.nhs.uk, along with a job description.

Tha beàrnan-obrach NHS Eilean Siar uile gu léir a' nochdadh air làrach-lìn NHS na h-Alba <https://apply.jobs.scot.nhs.uk>, còmhla ri dealbh-obrach.

If you have any further queries, please contact Tel: 01851 762027.

1. JOB IDENTIFICATION	
Job Title:	Advanced Clinical Nurse Specialist (Cardiology)
Responsible to (insert job title):	Associate Director Clinical Services
Department(s):	Cardiac Specialist (British Heart Foundation) Nursing Team
Directorate:	Health & Social Care Partnership
Operating Division:	NHS Western Isles
Job Reference:	
No of Job Holders:	1
Last Update (insert date):	09.01.2026

2. JOB PURPOSE
<p>The Advanced Clinical Nurse Specialist (ACNS) (Cardiology) is a clinical expert able to provide advanced level practice across hospital and community settings within cardiology as part of the multidisciplinary team; Providing expertise across (but not limited to) diagnosis, treatment and rehabilitation of patients living with cardiac disease in the Western Isles. The ACNS will also provide leadership, line management and professional development to the Cardiac Specialist Nursing Team and is accountable for the safe and effective delivery, assurance and development of the service across the Western Isles. The ACNS is responsible to maintain clinical and professional access to off island Consultant-led Cardiology care in line with Service Level Agreements (SLA).</p> <p>The ACNS will support the delivery of Nurse-led cardiology to provide Primary and Secondary prevention of Cardiovascular Disease (CVD) and rehabilitation within the following clinics:</p> <ul style="list-style-type: none"> • Chronic Heart Failure • Cardiac Rehabilitation • Familial Hypercholesterolemia • Chest Pain Assessment Service

N.B In the event of NHS Scotland being placed on an ‘Emergency Footing’ and or NHSWI declaring a ‘Major Incident’, or similar critical service demand, the role will be subject to change based on the exigencies of the service and post holder competence. On the basis of management assessment of demand, risks and resources available, may be re-deployed on a shift by shift basis.

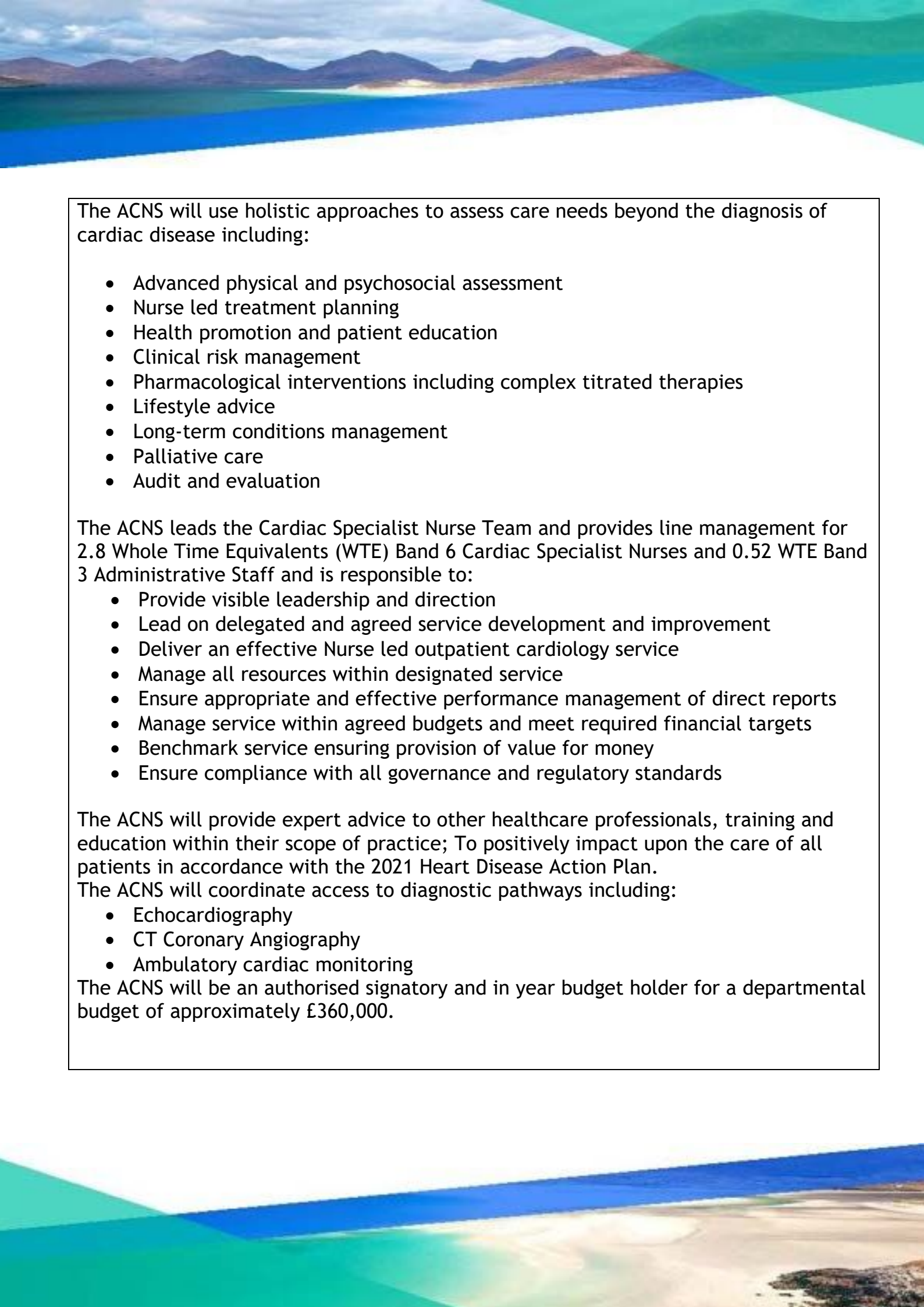
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3. DIMENSIONS

NHS Western Isles has a population of approximately 26,200 people. The Cardiac Specialist Nurse Team manage a caseload of approximately 300 patients that is spread t across the three distinct island groups that comprise the archipelago. The team receives approximately 15 referrals per week for outpatient care at clinic the Western Isles Hospital, Uist and Barra Hospital or St Brendan’s Hospital and provide home visits where appropriate. The team also provides decision support and education to inpatient, pre-hospital and primary care practitioners in line with best practice guidelines.

The ACNS develops and implements care packages for people with cardiac disease, liaising with off island consultant cardiologists to ensure Nurse-led care and complex disease management in the out-patient and community settings (including the initiation of timely and appropriate treatment in order to prevent admission wherever possible) is safe and effective. The ACNS will provide care for patients with new or existing presentation of symptoms associated with a diagnosis of:

- Acute coronary syndrome
- Stable angina
- Post Angioplasty (Primary/Percutaneous Coronary Intervention)
- Heart failure
- Pre/post valve surgery
- Pre/post coronary artery bypass surgery
- Post Implantation of a cardiac defibrillator or cardiac resynchronisation device
- Post heart transplantation
- Post out of hospital cardiac arrest
- Post spontaneous coronary artery dissection or following a step-change in their cardiac condition



The ACNS will use holistic approaches to assess care needs beyond the diagnosis of cardiac disease including:

- Advanced physical and psychosocial assessment
- Nurse led treatment planning
- Health promotion and patient education
- Clinical risk management
- Pharmacological interventions including complex titrated therapies
- Lifestyle advice
- Long-term conditions management
- Palliative care
- Audit and evaluation

The ACNS leads the Cardiac Specialist Nurse Team and provides line management for 2.8 Whole Time Equivalents (WTE) Band 6 Cardiac Specialist Nurses and 0.52 WTE Band 3 Administrative Staff and is responsible to:

- Provide visible leadership and direction
- Lead on delegated and agreed service development and improvement
- Deliver an effective Nurse led outpatient cardiology service
- Manage all resources within designated service
- Ensure appropriate and effective performance management of direct reports
- Manage service within agreed budgets and meet required financial targets
- Benchmark service ensuring provision of value for money
- Ensure compliance with all governance and regulatory standards

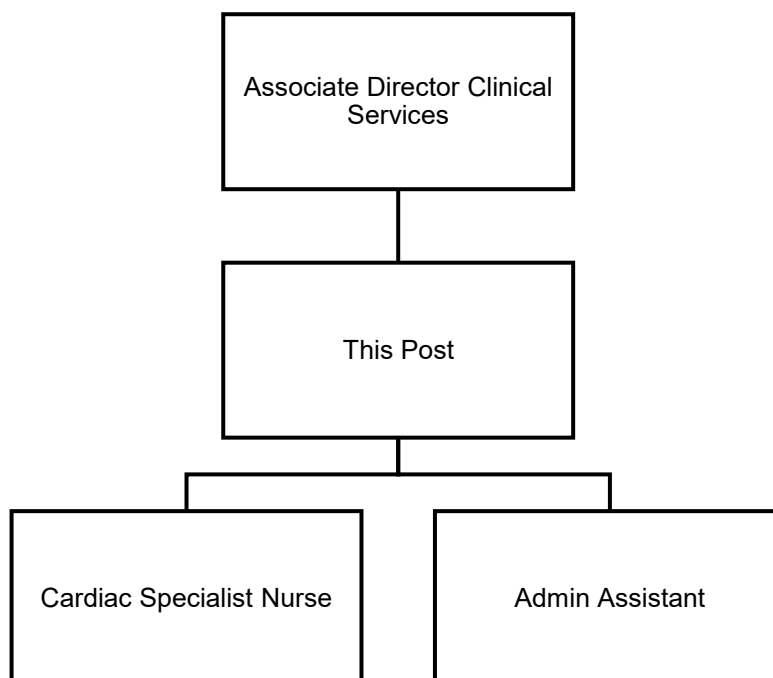
The ACNS will provide expert advice to other healthcare professionals, training and education within their scope of practice; To positively impact upon the care of all patients in accordance with the 2021 Heart Disease Action Plan.

The ACNS will coordinate access to diagnostic pathways including:

- Echocardiography
- CT Coronary Angiography
- Ambulatory cardiac monitoring

The ACNS will be an authorised signatory and in year budget holder for a departmental budget of approximately £360,000.

4. ORGANISATIONAL POSITION



5. ROLE OF DEPARTMENT

The Cardiac Specialist Nurse Team implements Nurse-led care packages for people with cardiac disease within out-patient and community settings. This includes timely and appropriate treatment to prevent inpatient admission wherever possible for patients with new or existing presentations of cardiac disease.

The Cardiac Specialist Nurse Team provides specialist advice to other healthcare professionals, carers and families as well as patients seen in clinic to positively influence the management of cardiac disease using evidence based and best practice guidelines

This Nurse-led service accesses consultant level cardiology support via SLA to access specialist investigations, diagnosis, treatment and complex decision-making support.

6. KEY RESULT AREAS

Core key knowledge, skills and behaviours

The ACNS is to:

- Demonstrate advanced competence, innovation and leadership in the management and delivery of safe, effective, person centred care within own area of practice.
- Promote and act to influence others to incorporate non-judgemental, values-based care into practice.
- Use a wide range of skills and strategies, including advanced or specialist skills, to communicate with people about difficult matters or situations.
- Use knowledge of legislation, professional regulation, and codes of practice to lead the development, embedding, and evaluation of protocols, guidelines, and policies at operational level.
- Promote, monitor and maintain best practice in health, safety, and security, in accordance with health and safety legislation and infection control policies, acting on concerns and/or reporting incidents in line with local reporting procedures.
- Apply critical thinking and evaluation skills to make timely and informed clinical decisions related to all aspects of the care process, utilising professional judgement to manage risk appropriately.
- Demonstrate the ability to use and evaluate technology and information systems to inform and improve health outcomes.
- Identify and share more complex information effectively and concisely for a range of situations and contexts to ensure patient safety and continuity of care and act on professional judgement about when to seek help.
- Advance equality and value diversity, challenging discriminatory behaviours and acting to improve inclusion.
- Engage with, appraise, and respond to individuals' motivation, development stage and capacity, working collaboratively to promote health and well-being, improve health literacy and empower individuals to participate in decisions about their care and to maximise their health and well-being.
- Contribute to the development of organisational objectives and create opportunities to involve other practitioners.

- Apply advanced clinical knowledge, skills, and behaviours appropriate to specific area of practice.
- Recognise the effects and potential symptoms of trauma or vicarious trauma and respond appropriately. Practising at a minimum of trauma informed practice level.
- Ability to escalate concerns if unable to carry out their duty and responsibilities outlined within health and care staffing legislation.

Speciality key knowledge, skills and behaviours

-
- Recognise the typical and atypical signs and symptoms of cardiac presentations, including differential diagnoses and conditions that can mask or mimic cardiac disease.
- Demonstrates awareness of the haemodynamic burden of pregnancy and relates the normal changes in pregnancy to the patient.
- Recognise patients who need early involvement of specialist MDT.
- Focused history taking:
 - Undertake a comprehensive assessment of a person's physical, psychological, and social unmet needs.
 - Actively involve the person, their family and carers, and wider partners in assessments.
 - Use ethical, regulatory and legal frameworks to underpin professional practice during complex moral and ethical dilemmas associated with symptoms, treatment, intervention, and supportive palliative and end-of-life care needs, such as DNACPR and device deactivation as appropriate.
 - Obtain a comprehensive cardiovascular history to include family history of cardiovascular disease, specifically Ischemic Heart Disease in younger relatives (<50 yrs),
 - Support adverse pregnancy outcomes e.g., gestational diabetes, hypertensive disorders of pregnancy alongside the wider MDT.
- Focused Clinical Assessment:
 - Carry out a focused clinical assessment of the patient, which may include physical examination such as auscultation, palpation, and percussion of heart and lung fields.
 - Adapt examination and assessments based on underlying disease, e.g., congenital heart disease, vascular disease.
 - Undertake a symptom and treatment assessment; accurately assess, describe, and document the signs and symptoms of people who present with chest pain, palpitations, heart failure, cyanosis, or fatigue.
 - Use assessment or monitoring tools where indicated.

- Understand and implements assessment and diagnostic tools to diagnose cardiac disease and align with local pathways/guidelines appropriately.
- Demonstrate a comprehensive understanding of and identify common ECG rhythms and abnormalities and their management.
- Differentially diagnose broad QRS complex tachycardias.
- Analyse and synthesise findings from relevant assessments, tests, investigations, and the wider MDT review.
- Provide assessments face-to-face, over the phone, or by video conference.
- Investigations:
 - Request and/or discuss a range of investigations.
 - Apply knowledge and understanding of pathophysiology and investigations to request investigations appropriate to their scope of practice, including but not exclusive to: ECG, echocardiogram, cardiac CT, cardiac MRI, CXR, CPET, 6MWT, Holter monitor, exercise tolerance testing, myocardial perfusion scan, coronary angiography, stress echocardiogram, Reveal Monitor, and Ajmaline challenge.
 - Bloods: FBC, LFTs, U&Es, NTproBNP/BNP, TFTs, HBA1C, Iron Studies, Amyloidosis screen, troponin, lipid profile, Fabry.
 - Referral to clinical genetics team for consideration of genetic testing.
 - Interpret specific investigations and act on investigation reports.
 - Appraise investigation results and any incidental findings and escalate appropriately as required.
 - Use appropriate guidelines and/or protocols where they exist.
 - Where appropriate, present findings to an MDT forum and/or with other health and social care professionals.
- Differential Diagnosis:
 - Analyse and synthesise clinical information based on the patient's presentation, history, physical and psychological examination, and findings from relevant investigations to inform a differential diagnosis or confirm a diagnosis.
 - Know the common differential diagnoses of symptoms associated with key cardiac symptoms.
 - Understand the relationship between mental health and cardiac disease.
 - Recognise the interaction of comorbidities (such as diabetes, chronic renal failure, hypertension, respiratory disease, liver disease, etc.) with cardiac disease and consider it when making a differential diagnosis.
 - Recognise the cardiac and co-morbidity relationship (such as diabetes, chronic renal failure, hypertension, respiratory disease, liver disease, etc.) to inform a differential diagnosis.
 - Make informed judgements in the absence of complete or consistent data/information.

- Treatment and Care
 - Sensitively appraise the impact of cardiac disease and co-morbidities on the patient, their family, and significant others.
 - Exclude and treat reversible causes associated with deterioration, including onwards referral for catheter and surgical interventions where appropriate.
 - Acknowledge irreversible decline and agree on realistic treatment strategies.
 - Adopt an approach to palliative and end-of-life care that respects the principles of equality, diversity and inclusion, whilst being sensitive to specific cultures and beliefs associated with diverse patient or carer groups.
 - Use the comprehensive assessment outcomes and cohesive working with the wider professional team to plan, discuss, and evaluate the evolving palliative and end of life care needs of persons living with advanced cardiac disease.
 - Appraise symptom burden, apply sound clinical judgement, and refer to symptom management guidelines in partnership with specialist palliative care colleagues.
 - Enable patients and carers to be active partners in their decision-making process by engaging in meaningful conversations about “What Matters”, “ReSPECT” and “Realistic Medicine” principles associated with advancing cardiac disease and care preferences.
 - Recognise there are different specialities within cardiology (Palliative, Inherited, Congenital, Cardio-Obstetrics, Cardio-oncology) and have understanding and knowledge of utilising the appropriate team within cardiology or other setting to refer on to.
 - Manage medical emergencies commonly seen within the speciality.
 - Assess and manage psychological distress, anxiety, and depression associated with cardiac disease using validated screening tools.
 - Recognise the ethical implications of defibrillator implantation and subsequent device therapy on psychological status and lifestyle.
 - Provide health promotion including lifestyle choice advice.
 - Actively assess for opportunities for primary and secondary prevention of CVD through risk reduction, pharmacological therapies and lifestyle advice.
 - Cultivate wider networks of support for patients and their families.
 - Provide care to cardiology patients with consideration to broader public health issues relevant to their area of practice: consideration of the socioeconomic, racial, and sex-based inequalities within cardiac disease.
 - Teach, advise, and coach patient/client/carers about their condition, treatment options, and health/lifestyle activities
 - Attend, and or complete all NHS Western Isles mandatory training requirements.
- Co-ordination of care, referral, admission and discharge:
 - Plan, deliver and/or co-ordinate care utilising highly specialist knowledge.

- Authority to admit and discharge from outpatient clinics, or once inpatient ACNS input is no longer required; depending on patient need and relevant legislation. This includes referral to a range of appropriate health and social care professionals and agencies.
- Receive and accept referrals directly or via the MDT team.
- Understand the transitional and outpatient strategies to avoid preventable hospitalisations in patients recently discharged with cardiac disease.
- Provide advice to other health and social care professionals that may inform admission/discharge, planning, or referral.
- Expert specialist resource:
 - Provide specialist advice and support for patients throughout the care pathway.
 - Provide a comprehensive overview of the patient's cardiac disease and plan of care including self-care strategies.
 - Identify the trajectory for the patient's cardiac disease and supports patients and relatives with information to support future care planning.
 - Assess or refer for assessment of CV risk associated with competitive sport, physically demanding occupation or other physical activity.
 - Discuss the evidence base, indications, contraindications, side-effects and lifestyle implications of therapies used for the treatment of cardiac disease or co-morbidities, e.g., erectile dysfunction, bleeding risk.
 - Inform patients on the impact of their cardiac disease, symptoms and interventions on driving, remaining up to date with DVLA guidance for medical professionals e.g., driving restrictions post cardiac surgery, device implantation, impact of heart failure symptoms, palpitations, and syncope.
 - Identify cardiovascular risk in pregnancy using WHO classification.
 - Utilise the range of third sector information to support patients and their relatives in decision-making and living with cardiac disease.
 - Link patients and relatives to local cardiac support groups.
 - Act as an expert clinical advisor for colleagues across a range of settings.
 - Act as a resource or educator to others.
 - Actively look for opportunities across medical specialities to increase awareness of cardiac presentations and management as well as the role of the ACNS in the MDT and patient pathway.
 - Participate in team meetings, and morbidity and mortality meetings to enhance communication, learning, and care of patients with Cardiac Disease.
 - Be a key member of the wider MDT, contributing to case management presentations and clinical management decisions (Including specialist MDT where required: valve, heart failure, endocarditis, arrhythmias, device, obstetrics, congenital heart disease, inherited cardiac conditions, cardio-oncology and cardiac surgery).

- **Facilitating Learning**

- Role model exemplary facilitation and teaching skills and develop those skills in others.
- Demonstrate and understand the key theories of adult learning and apply a wide range of facilitation, teaching and assessment skills to practice.
- Evaluate reflection on practice and facilitate reflection in others.
- Review data collected from educational audits and other feedback to plan and lead change at a local level to enable a positive learning environment.
- Effectively undertake the role of [clinical] supervisor for all functions of clinical supervision within own scope of practice.
- Evaluate, develop, lead, and facilitate the use of education materials for students, staff and service users at a local level.
- Develop, lead and support teaching, supervision and assessment skills in others.
- Engage with education providers to contribute to curriculum development and delivery.
- Apply advanced knowledge of adult learning appropriate to specific role.
- Critically assess and address own learning needs, negotiating a personal development plan that reflects the breadth of ongoing professional development across the four pillars of advanced clinical practice.
- Engage with, appraise, and respond to individuals' motivation, development stage, and capacity, working collaboratively to support health literacy and empower individuals to participate in decisions about their care and to maximise their health and well-being.
- Enact the Health and Care Staffing legislation to ensure there is adequate time provision to support the learning and development of the team.
- Engage in [clinical] supervision, using reflective practice and feedback to develop the quality of care and outcomes.
- Apply practice supervision, applying quality standards to facilitate pre and post-registration learners to develop knowledge, skills, and proficiency, using appropriate assessment criterion and quality standards to assess competence within own scope of practice.
- Attend, and or complete all NHS Western Isles mandatory training requirements.

Use leadership skills to empower and enable others to engage in meaningful clinical supervision and use feedback to improve the quality of care.

- **Leadership**

- Provide strong and effective leadership across professional and organisational teams/boundaries broadening sphere of influence.
- Evidence a positive impact of own exemplary leadership qualities and behaviours.

- Role model highly developed verbal, non-verbal, and written communication skills.
- Promote a culture of empowerment to enable concerns to be raised, addressed, and/or appropriately escalated.
- Lead innovation and quality improvement and promote involvement of others.
- Build and lead teams, engage stakeholders, and work in collaboration with others.
- Demonstrate and support others to manage people effectively using organisational policies and exemplary leadership qualities.
- Progress workforce development plans aligned to organisational priorities.
- Critically apply advanced clinical expertise and role model the values of NHS Western Isles to influence the sharing and adoption of best practice, reduce unwarranted variation, and enhance quality.
- Promote and assure care delivery that maintains dignity and privacy of patients.
- Assure departmental documentation aligns with national and local policies for record keeping.
- Assure compliance with clinical quality indicators, risk management processes and patient safety initiatives.
- Communicate with relatives and carers on behalf of the department.
- Investigate and resolve occasional and informal complaints and other requests for information (FOI, Subject Access).
- Undertake workload and productivity assessments in line with healthcare staffing legislation.
- Maintain safe and efficient working practices.
- Monitor departmental risks.
- Provide assurance to the operational service delivery team on agreed benchmarks for professional practice.
- Recruit and onboard new staff.
- Management Professional Development Plans.
- Apply all Human Resource and Once for Scotland Policies e.g appraisals, sickness absence, disciplinary and grievance, recruitment and selection decisions and attendance management.
- Ensure compliance with standards for Excellence in Care and implement quality improvement initiatives to monitor clinical and workforce outcomes.
- Exercise all rights and responsibilities to comply with health and safety legislation.
- Promote professional development in a healthy, safe and productive way.
- Provide feedback appropriately through debriefs, training, investigations to update and extend knowledge and learning from events.
- Ensure adverse events are investigated appropriately.
- Participates in local, board level and national groups within scope of practice.

- Evidence, Research and Development
 - Identify and apply impact measures and use findings to enhance practice.
 - Demonstrate the ability to search, critically appraise, and synthesize evidence to inform practice and to underpin audit/ national research/quality improvement activity.
 - Share good practice and the lessons learned from audit, research, and quality improvement activity locally, and nationally through professional and peer-reviewed processes.
 - Utilise appropriate policies to ensure support for national clinical research activity and adherence to research governance, including Good Clinical Practice, ethics, data protection and confidentiality.
 - Critically analyse, evaluate, and synthesise complex/professional problems and issues and help others do the same.
 - Develop original and creative solutions to problems and support others to do so.
 - Contribute to the wider agreed national research agenda by initiating or supporting NMAHP led research activity.

Facilitate collaborative links between clinical practice and research through proactive engagement, networking with academic, clinical, and other active researchers.

7a. EQUIPMENT AND MACHINERY

The post holder will be expected to be responsible and knowledgeable in the safe use of all clinical and non-clinical equipment used within the area ensuring this is checked and maintained and where problems are identified these should be resolved so that all equipment is fit for purpose. For example:

- Defibrillator.
- ECG.
- Phlebotomy equipment.
- Monitoring equipment e.g. Blood pressure, oxygen saturations, blood glucose, temperature.
- Communication and IT systems e.g. computers/lap tops, maintenance of patient records.
- Telephone and teleconferencing.
- Digital dictating.
- Printers and photocopying equipment.
- Electronic weight scales
- Stethoscope
- Kardia device
- Glucometer
- Portable resuscitation equipment

• Functional capacity testing equipment e.g. exercise test treadmill
Presentation / teaching equipment, exercise equipment e.g., exercise bike, treadmill, cross trainer etc

7b. SYSTEMS

- Using a variety of systems for clinical care (HEPMA, Morse, TOPAS, Digital Dictation, SCI Store, SCI Gateway, Heartflow, eHealth Monitoring).
- Using a variety of applications to support management activities e.g SSTS, PECOS, Eroster, Safecare, Job Train, InPhase

Using IT systems to create presentations, reports and undertake data analysis e.g Word, Excel, Powerpoint.

8. ASSIGNMENT AND REVIEW OF WORK

The Post holder:

- Will be self-directed, organising own workload in relation to a specialist caseload to meet the demands of the service.
- Is expected to anticipate problems and use own initiative and critical thinking skills to provide solutions.
- Will manage the clinical workload generated through various routes of referral and determined by the needs of the service.
- Assignment of work is via annual objectives and PDP discussed and agreed with line manager. Performance against these will be reviewed in line with NHS Western Isles PDP processes.
- Will arrange appropriate clinical supervision guidance from other members of the cardiac team and the consultant cardiologist; referring to their line manager for professional or managerial issues.
- Must work within the statutes and guidelines of the NMC, National, and locally agreed policies, protocols and procedures.
- Anticipates and participates in the development of strategies to resolve service challenges and needs involving patients, colleagues, peers, lead nurses, consultants and managers.

Attends and participates in speciality meetings, staff meetings, and nurse development meetings.

9. DECISIONS AND JUDGEMENTS

The post holder:

- Makes clinical decisions independently including the analysis, diagnosis and clinical management of patients through specialist assessment in their area of expertise.
- Has freedom to request investigations to enable accurate clinical assessments e.g. exercise stress test, arrhythmia monitor, Echocardiogram, blood tests and radiology examinations.

- Freedom to refer for admission for acute care for treatment, if necessary, following clinical assessment.
- Has the discretion to implement, change or stop treatment following the interpretation of results e.g. stopping/changing cardioprotective medications with declining renal function or arrhythmias.
- Uses own initiative and acts independently within the boundaries of own knowledge and skills.
- Accountable for own professional actions demonstrating resilience, determination and leadership in context that may be unfamiliar, complex and unpredictable.
- Responsible for providing specialist advice to other clinicians regarding the deterioration in control of symptoms.
- Undertakes all aspects of clinical duties as an independent practitioner including professional and legal accountability and clinical risk management for all aspects of own work.

Exercises fair, professional and appropriate judgment when encountering complex and sensitive issues of any nature. Seeking appropriate decision making support where complexity extends beyond their scope of practice. •

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Working as an independent practitioner.
- Provision of best practice against rural challenges.
- Directing communications between professions involved in the care and treatment of patients with cardiac disease; particularly off island consultant cardiologists.
- Supporting and motivating patients' long term behaviour change with the aim of improving quality of life and health status.
- Modernisation and equity of care in all areas of cardiac services within NHS Western Isles.
- Working within the limitations of the treatments and the expectation of patients, their families and professionals.
- Supporting the development and sustainability of the service whilst meeting the needs of patients, families and carers.
- Coping with patients/carers/relatives fears and anxieties following a life-threatening event, life influencing diagnosis or bereavement.
- Working flexibly in response to changing demands in work to meet the needs of the service in response to unexpected staffing changes, patient activity and demand.
- Advancing teamwork and flexibility within the working environment.
- Building effective working relationships with a wide range of local and tertiary NHS and non-NHS staff from differing organisational cultures including local authority and voluntary sector agencies.

Ensuring continuous professional development of self and team whilst working in rural practice.

11. COMMUNICATIONS AND RELATIONSHIPS

The post holder:

- Communicates with empathy, highly sensitive, complex condition related information to patients/families and carers overcoming barriers to communication.
- Identifies potential and existing challenges in care options for patients, carers and staff, using negotiating and counselling skills; including developed motivational interview techniques to achieve reconciliation and best outcomes for patients.
- Communicates in all forms, oral, written and electronic to a wide range of health professionals, including clinical letters, management, patients, carers, voluntary sector and the general public.
- Respects individuals cultural and preferred ways of communication and disseminates information accordingly e.g. the provision of written, diagrammatic information to support verbal communication.
- Works effectively with interpreters where there is a language barrier: with other health care professionals or carers where there is a learning, physical or mental health barrier to understanding or self-care.
- Liaises with staff in the acute setting and participates in MDT meetings to ensure a holistic approach to patient care. Directly advising at advanced levels of practice.
- Lead and participate in regular meetings with consultants, nurses, AHPs, administration staff and patient representatives for the purpose of planning, managing, evaluating and developing the cardiac service in NHS Western Isles.
- Communicate directly with tertiary centres to plan Cardiac consultations for patients following discharge.
- Understands service demands in primary and secondary care through the provision of education, consistent advice and communicating effectively to ensure best outcome of care for the patient.
- Participates in the development of and presents formal and informal cardiac education sessions in NHS Western Isles at large conferences, GP teaching sessions, Ward training sessions, team training and health promotion events.
- Maintains effective and supportive communication with non-profitable cardiac charities, incorporating their ethos into working practice and participating in research and development of patient care.
- Demonstrates excellent/advanced communication skills with colleagues, other health professionals and partner agencies.
- Delivers complex information to patients and families, including delivery of new or changing diagnosis, in an appropriate and sensitive manner. The post holder is

required to discuss diagnosis and prognosis and break bad news to patients and families, requiring advanced communication skills.

- Effectively articulate an experienced perspective on a patient's condition with colleagues, when various management options are available.
- Manage patient and relative expectations in terms of treatment and care plans.
- Challenges behaviour or attitudes amongst staff or patients that may prejudice the care of any person attending the service.
- Demonstrates effective use of information technology systems within the work place.
- Establishes effective working relationships between health social care and voluntary sector colleagues to ensure joint working.
- Utilise negotiation skills to co-ordinate complex packages of care with a wide range of people and agencies.

Establish and maintain effective working relationships with mainland colleagues in specialist centres.

12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

Physical

- Prolonged sitting and/or standing throughout the day.
- Manual handling of patients and equipment.
- Operation of IT equipment.
- Frequent and prolonged use of VDU's of differing size and quality.
- Provision of a varying clinical tasks to delivery patient care requiring dexterity and concentration.
- Using monitoring equipment.
- Travel throughout the Islands by boat, plane or car in all weather conditions.
- May be required to transport patients in wheelchairs or on trolleys between departments.
- Use of defibrillator and emergency equipment.
- Use of monitoring equipment.
- Vehicle driving.

Mental

High levels of concentration is required at all times when:

- Undertaking clinical decision-making.
- During clinical assessments.
- Interpreting results of investigations.
- Managing challenging behaviour.
- Motivational interviewing.
- Interruptions from patients/relatives/team members.

- Maintenance of precise and accurate records and report writing.
- Time management and organisational skills.
- Balancing clinical with non-clinical workload.
- During the planning and delivery of education sessions in various environments and to a variety of audiences.

Emotional Effort

- Supporting and advising patients and relatives during a time of emotional stress during acute and chronic health episodes.
- Frequent provision of reassurance to patients and families experiencing difficulty coping with diagnosis.
- Engaging with the family to resolve social issues, which prevent risk factor reduction and self-management in cardiac patients.
- Communicating with patients and family members who may have reduced understanding and insight due to cognitive impairment.
- Motivating and supporting staff/colleagues.
- Dealing with the effects of occasional violent, aggressive and challenging patient behaviour.
- Support colleagues during periods of emotional stress.

Environmental

- Concentration, decision-making and organisational skills to cope with competing demands for attention, telephone enquiries, healthcare professional clinical advice and support, during clinical letter dictation, verification and prescribing.
- Adapting to various working environments including hospital wards, outpatient clinics, community and leisure centres in order to provide patient care.
- Exposure to body fluids.
- Potential exposure to verbal and physical aggression from patients or relatives.
- Exposure to blood.
- Constantly working in areas of unnatural light.
- Working in areas of high noise.
- Geographical distances and adverse weather conditions when delivering care closer to home or outlying clinics.

13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

Knowledge

- Registered Nurse
- Masters level Advanced Practice qualification
- Extensive and advanced knowledge of cardiac disease, with evidence of continued professional development
- Expert knowledge of strategic cardiac care issues with a good level of understanding of national policies and drivers for cardiac disease care in Scotland
- Interpretation of biochemistry and specified cardiology diagnostic investigations

Training

- Postgraduate qualification in cardiac disease
- Evidence of post graduate cardiac care qualifications
- Independent Nurse Prescriber
- Advanced clinical assessment skills qualification
- Evidence of post registration professional development
- Evidence of effective problem solving skills
- Immediate Life Support Certificate
- Practice Assessor competent
- Health promotion
- Advanced ECG interpretation
- Counselling skills
- IT skills, including email, systems management (PMS), results reporting, database input, patient notes, and IDLs.

Experience

- 5 Years of managing patients with cardiac disease.
- Ability to recognise adverse signs and symptoms relating to specific cardiac conditions.
- Previous experience of leadership in a senior post, including managing staff and developing services relevant to cardiology.
- Independent care of patients within agreed protocols and guidelines.
- Proven track record of managerial leadership and communication skills.
- Experience of working across professional and organisational boundaries in a flexible, creative way pertinent to the delivery of cardiology care.
- Clinical audit experience.
- Ability to work independently with indirect support of Consultant Cardiologist, making clinical judgements

Effective time management

14. STANDARD ELEMENTS

STANDARD ELEMENTS

Confidentiality

Comply with all approved NHSWI Policies and Procedures.

Comply with NHSWI Communication Strategy and Media Strategy.

This involves taking the necessary precautions when transmitting information only disclosing it to those who have the right and need to know it.

All personal health information is held under strict legal and ethical obligations of confidentiality.

NHS staff must follow guidance (NHS Code of Practice on Protecting Patient Confidentiality) before disclosing any patient information. All staff must respect confidentiality of all matters that they may learn relating to their employment, other members of staff, patients and their families.

Health and Safety:

Assist in maintaining own and others' health, safety and security.

This involves:

- a) Complying with Board health and safety policies, procedures and participating in mandatory training.
- b) Maintaining a safe working environment and reporting any issues of concern as appropriate.

NHS Western Isles attaches the greatest importance to the health and safety of its employees. It is the Board policy to do all that is reasonable to prevent personal injury and hazard to health by protecting staff and others including the public from foreseeable hazards compatible with the provision of proper services to patients. The Board expects its entire staff to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions at work. More detailed information is given in departmental safety policies where appropriate.

Ensure own actions support equality, diversity and rights.

This involves:

- a) Acting in ways consistent with the Board's policies and procedures.
- b) Treating those you come into contact with equitably and with respect.
- c) Recognising the need for aids or adaptations.

15. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:

Date:

Head of Department Signature:

Date: 09.01.2026



NHS WESTERN ISLES - PERSON SPECIFICATION

Job Title: Advanced Clinical Nurse Specialist (Cardiology)


Department Cardiac Specialist Nursing
:

Location: Western Isles Hospital


FACTOR	ESSENTIAL	DESIRABLE
EXPERIENCE	<p>5 Years of managing patients with cardiac disease.</p> <p>Ability to recognise adverse signs and symptoms relating to specific cardiac conditions.</p> <p>Previous experience of leadership in a senior post, including managing staff and developing services relevant to cardiology.</p>	<p>Acute cardiology/Intensive care</p> <p>Chronic cardiac disease management</p> <p>Clinical audit experience. Proven track record of</p>

	<p>Independent care of patients within agreed protocols and guidelines.</p> <p>Line management experience</p> <p>Experience of working across professional and organisational boundaries in a flexible, creative way pertinent to the delivery of cardiology care.</p> <p>Ability to work independently with indirect support of Consultant Cardiologist, making clinical judgements</p>	<p>managerial leadership and communication skills.</p>
<p>QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS</p>	<p>Registered Nurse</p> <p>Immediate Life Support</p> <p>Consultation and Physical Assessment</p> <p>Clinical Decision Making</p> <p>Independent Prescribing</p>	<p>Masters level SCQF L11 qualification in Advanced Practice</p> <p>Masters level qualifications in cardiology</p> <p>ALS provider</p> <p>Completion of Level ACNS competency framework</p>
<p>KNOWLEDGE AND SKILLS</p>	<p>Expert knowledge of the cardiovascular system, including coronary anatomy the conduction system and its relationship to ECG and patient presentation.</p>	<p>Completed competency framework in cardiology nursing</p>

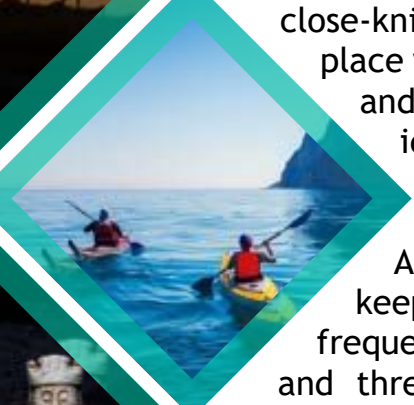
	<p>Expert knowledge of pathophysiology relative to cardiac disease, particularly arrhythmias, valvular heart disease, disease of the aorta, complex Heart Failure with ejection fraction abnormalities, pulmonary hypertension, and endocarditis.</p>	<p>Evidence of continuing professional development in cardiac disease or related subject</p> <p>Expert knowledge of strategic cardiac care issues with a good level of understanding of national policies and drivers for cardiac disease care in Scotland</p>
DISPOSITION	<p>Able to work independently without supervision</p> <p>Approachable capable of supporting others</p>	
OTHER	<p>Full driving license</p> <p>Able to reasonably work across the NHS Western Isle area</p>	




The quality of life in the Western Isles, particularly for those with families, is outstanding: a safe space to bring up children, stress-free commutes with jaw-dropping views, and the opportunity to stroll along our pristine beaches or explore our dramatic scenery on your days off.



Community spirit is at the heart of the Western Isles. It is close-knit and welcoming, residents are proud of the place where they live and are keen to support young and old. The islands have a strong cultural identity stemming from their distinctive history.



Although the islands are remote, you can still keep connected with the wider world. There are frequent transport links to the mainland via ferries and three island airports – Barra, Benbecula, and Stornoway. The Air Discount Scheme (cheaper flights for islanders) and Road Equivalent Tariff (subsidised ferry fares) ensure transport is affordable. High-speed internet is widely available and allows islanders to stay connected globally.



Local Primary and Secondary Schools provide high quality education with the opportunity to learn through the Gaelic language. There is a network of excellent sport and leisure facilities in the Western Isles with annual cultural festivals and venues with live entertainment.

Key worker housing can be applied for through Hebridean Housing Partnership.

Useful Information

cne-siar.gov.uk Comhairle nan Eilean Siar (Western Isles Council - for more information on Schools, leisure and culture)
visitouterhebrides.co.uk (for more information on our islands and what to see and do)



A Place to Work

NHS Western Isles employs over 1000 staff over a number of sites, including:

- Ospadal nan Eilean Siar (Western Isles Hospital), Stornoway
- Ospadal Uibhist agus Bharraigh (Uist and Barra Hospital), Benbecula
- St Brendan's Hospital, Barra
- A number of GP and Dental Practices across the island chain
- A variety of community-based health services

Being part of a smaller team with a flat management structure provides the opportunity to widen your experience and be involved in a range of planning and decision-making that you might not otherwise experience in a larger setting. Our patients are our community, and there is opportunity to contribute to multi-disciplinary and holistic care to patients and families across healthcare settings.

Support and development are central to NHS Western Isles' ethos, and this involves working in partnership with the University of the Highlands and Islands, NHS Education for Scotland, and other higher education institutions. Our Professional Practice and Learning team will support and advise you on your learning journey. Many opportunities can now be accessed remotely through online learning. Regular clinical training is available and scenario-based learning is available in our recently-installed sim lab.

The Western Isles has a range of employment opportunities in the public and private sector for those that are relocating as a family. Please contact us and we can direct you to vacancies that might be suitable.

All staff are valued equally and we welcome and encourage those from diverse backgrounds to come and work for us.



NHS WESTERN ISLES

BENEFITS

Pay

The NHS pay system is known as Agenda for Change (AfC) which applies to all staff excluding medical, dental and executive level managers.

The benefits include a standard working week of 37 hours, with pay enhancements to reward weekends, nights and overtime working. This ranges from time plus 88% to time plus 30% depending on your pay band and shifts you work.

Distant Islands Allowance is paid to all staff who live in the Western Isles. This is currently £1,406 per year.

Annual Leave

Annual leave entitlement is 27 working days, rising to 29 working days after 5 years' service and 33 days after 10 years' service. In addition to this, you are entitled to 8 statutory public holidays every year.

We understand that balancing work and home commitments can sometimes be difficult.

Our policies offer:

- Flexible working including home working
- Paid parental leave
- Paid carer leave
- Paid bereavement leave
- Occupational sick pay scheme

Wellbeing

We recognise that your mental and physical wellbeing is important and we aim to support you in the workplace.

We have a 24-hour confidential helpline to support you and your family through any of life's issues or problems. This includes counselling, family issues, bereavement, financial wellbeing, relationship advice, legal information and more.

NHS Pension Scheme

All new employees will automatically be enrolled in the NHS Pension Scheme, or if you are an existing member your membership will continue.

Key features

- Benefits accrued on a Career Average Revalued Earnings (CARE) basis.
- Normal pension age the same as your State Pension Age.
- Pension accrual rate of 1/54th of pensionable earnings each year.
- Valuable death benefits for your dependents.
- Option to take part of your pension and continue working.

Further information on the benefits of the scheme, can be found at sppa.gov.uk.

Travel & Transport

We participate in the Cycle to Work scheme, enabling you the opportunity to buy a bike tax-free.

Those who need to travel a lot for work will be eligible for a leased car.

Right to Work in the United Kingdom

We will support those that are eligible for a certificate of sponsorship to apply for a work visa. Candidates who require a Certificate of Sponsorship can access further information on the UK Border Agency's new points based system that now governs the way individuals from outside the EEA can work in the UK at bia.homeoffice.gov.uk.

