# PERSON SPECIFICATION

**JOB TITLE: Advanced Practitioner (Urgent & Primary Care) – Remote Consultation Bank**

Listed below are the key requirements needed to perform this job, candidates will be assessed against these criteria throughout the selection process

*NB – Any criteria in the “Essential” box must apply to all candidates.* ***AF* – Application Form / *AD – Assessment Day***

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|  | **Essential Criteria** | **Desirable Criteria** |
| **Qualifications** | * Health and Care Professions Council Registered Paramedic or Nursing and Midwifery Council registered Nurse (AF) * Post Graduate Diploma in Advanced Practice qualification or evidence of equivalent clinical academic qualifications or experience (AF) * V300 Non-Medical Prescriber (AF) * Teaching / mentoring / assessment / coaching qualification and   / or experience (AF) | * Master’s degree or Post Graduate qualification in a relevant field. (AF) * Leadership / management qualification and / or experience (AF/AC) |
| **Experience** | * Significant and demonstrable level of clinical practice within primary / urgent / emergency care; this will typically be a minimum of 1 year as an Advanced Practitioner (AF) * Current employment as an Advanced Practitioner in a healthcare setting * Recent evidence of commitment to lifelong learning through CPD portfolio (AF) * Experience of working as an autonomous practitioner undertaking complex assessments and management of own caseload (AF / AD) | * Previous experience of working with other health boards, agency partners, stakeholders (AF/AD) * Experience of developing and implementing clinical guidelines, pathways and policies (AF) |

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|  | **Essential Criteria** | **Desirable Criteria** |
| **Skills and Knowledge** | * Demonstrable application of evidence-based practice (AF/AD) * Able to provide Advanced Life Support (AD) * Written and oral skills in identifying and analysing complex problems and issues (AF/AD) * Demonstration of critical thinking and judgement (AF / AD) * Demonstration of an ability to communicate clearly and concisely (AD) * Demonstrate ability to provide clinical supervision and leadership (AD) * Ability to discuss evidence-based medicine (AD) * Ability to assess risks, anticipate difficulties and successfully address them (AD) * Evidence of ability to facilitate learning (AF/AD) * Current knowledge of developments within primary and urgent care and the wider healthcare economy (AD) | * Evidence of delivering education and training (AF) * Evidence of involvement in research, audit or service improvement (AD) |
| **Personal Attributes** | * Ability to work under pressure (AF/AD) * Demonstrate commitment to the NHS Scotland values and behaviours (AF/AD) * Demonstration of ability to identify and address personal learning needs as part of continuous development (AF/AD) * Self-motivated individual (AF/AD) * Evidence of personal development (AF) * Willingness and ability to travel the geographical area of service (AD) | * Evidence of leading change (AF/AD) |