**PERSON SPECIFICATION**

**Advanced Neonatal Nurse Practitioner - Band 7**

**Neonatal Unit, Paediatric Department, Women, Children & Clinical Services Directorate, NHS Fife Acute Service**

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|  | **ESSENTIAL** | **DESIRABLE** | **MEASURE** |
| Experience | Substantial post-registration experience working in Neonatal Intensive and Special care environment  Neonatal Intensive care course | Experience of working as an Advanced Neonatal Nurse Practitioner in an acute neonatal setting. | Application form, interview, references. |
| Qualifications and training | Registered Sick Children’s Nurse/ Registered Nurse (Child Branch)/Registered Nurse (adult)  Neonatal Intensive Care Course  Advanced Neonatal Nurse Practitioner qualification  Non-medical prescriber | NLS instructor or Neonatal resuscitation trainer  Experience of Neonatal simulation training | Application form, NMC registration, certificates. |
| Knowledge | Expert clinical knowledge in neonatal care  In-depth, up to date theoretical knowledge of anatomy, physiology and pathophysiology to underpin advanced clinical skills  Knowledge of patient safety and clinical governance methodology | Up to date portfolio of study relevant to clinical neonatology.  Experience in MDT teaching.  Ability to lead and motivate a team, taking lead role in resuscitation as required  Experience of clinical supervision  Evidence of active interest in SPSP and clinical governance issues | Personal profile, interview. |
| Skills | Full range of advanced clinical skills for provision of Neonatal intensive care  Well developed clinical decision making skills  Well developed problem solving and prioritisation skills  Effective communication skills  and the ability to work autonomously and as part of the multidisciplinary team.  Evidence of strategies to support the multidisciplinary team.  Evidence of teambuilding  Competence in the English language | Evidence of contributing to unit standards, guidelines and protocols. | Application form,  Portfolio  references, interview. |
| Aptitude | Ability to use initiative to develop the role in an innovative and effective manner.  Experience and knowledge in the management of change and role development. Ability to work within a multidisciplinary team.  Ability to use own initiative  Ability to prioritise  Ability to negotiate  Approachable  Friendly  Flexible  Enthusiastic  Demonstrate ethics, values and personal qualities / behaviours consistent with the vision, culture and values of NHS Fife. |  | References, interview. |
| Other… | Good record of attendance.  Ability to act as a resource of clinical expert knowledge to other members of the multidisciplinary team. | Awareness/experience in the teaching and supervision of junior staff. | References, application form, interview. |