RECRUITMENT AND SELECTION STANDARDS

PERSON SPECIFICATION FORM

**Post Title/Grade:** Advanced Nurse PractitionerBand 7

**Department/Ward:** Paediatrics

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|  | **ESSENTIAL** | **DESIRABLE** | **MEASURE** |
| **Experience** | * The Skills & Competencies associated with substantial years post registration experience
* Recent clinical experience within paediatrics
 | * Non-medical prescriber
* Experience of working as an ANP in an paediatric setting
 | Application form and interview |
| **Qualifications/****Training** | * 1st Level Registered Nurse (Child)
* Advanced Nurse Practitioner training
* Evidence of professional development
* Proven leadership skills
* Educated to degree level
* Educated to/working to Masters Level
* Non Medical Prescriber
* Clinical Examination Skills
 | * Evidence of clinical supervision
* PALS training
 | Application form and interview |
| **Knowledge** | * Expert level of clinical knowledge
* Developed clinical decision making skills
* Sound knowledge of acute medical management of common paediatric presentations
* Knowledge of child protection protocols
 | * Experience in Research/Audit
 | Application form and interview |
| **Skills** | * Venepuncture
* Cannulation
* Urinary catheterisation
* Paediatric advanced resuscitation
* IT Skills
* Organisational skills
* A level of English language competency and communication skills necessary to perform this role safely and effectively
* Good Communication, Interpersonal and listening skills
 | * Teaching skills
 | Application form and interview |
| **Aptitude** | * Innovative and enthusiastic
* Professional approach to practice
* Good problem solving and prioritisation skills
* Calm under pressure
* Must regard the patient and family as partners in care.
* Demonstrate a clear vision for nursing practice within Acute Care
 |  | Interview |
| **Other** **e.g. Team Player, Be able to travel** | * Multidisciplinary Team player
* Ability to travel between sites
* Demonstrate ethics, values and personal qualities / behaviours consistent with the vision, culture and values of NHS Fife
 |  | Interview |