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 |