# PERSON SPECIFICATION

**JOB TITLE: Trainee Advanced Practitioner (Urgent & Primary Care)**

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 (AF)
* Post Graduate Diploma in Advanced Practice qualification (where required, provided by Service on appointment to role) or evidence of equivalent clinical academic qualifications or experience (AF)
* V300 Non-Medical Prescriber (where required, provided by Service on appointment to role) (AF)
* Evidence of the ability to study at SCQF level 11 or equivalent level.
* Teaching / mentoring / assessment / coaching qualification and

/ or experience (AF)* Valid UK manual driving license, including C1 for Paramedics, with no more than 3 penalty points (AF)
* Road Traffic Act Section 19 High Speed Driving Compliant Driving Qualification (e.g. Level 3 Certificate in Emergency Response Driving or IHCD D2) (where required, provided by Service on appointment to role) (AF)
 | * Master’s degree or Post Graduate qualification in a relevant field. (AF)
* Leadership / management qualification and / or experience (AF/AC)
* A minimum of BSc in a relevant field or equivalent Level 9 clinical academic qualifications or experience (AF)
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| **Experience** | * Significant and demonstrable level of clinical practice within emergency care and primary or urgent care ~~primary / urgent / emergency care~~; this will typically be a minimum of 3 years post registration experience (AF)
* 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)
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| **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)
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