# 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***

|  |  |  |
| --- | --- | --- |
|  | **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) |
| **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) |

|  |  |  |
| --- | --- | --- |
|  | **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) |