



## PERSON SPECIFICATION – APRPC

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  |
|-----------------------|---|---|
| <b>Qualifications</b> | <ul style="list-style-type: none"> <li>• Health and Care Professions Council Registered Paramedic or Nursing and Midwifery Council registered Nurse (AF)</li> <li>• A minimum of BSc in a relevant field or equivalent clinical academic qualifications or experience (AF)</li> <li>• A minimum of Post Graduate Diploma in Advanced Practice (critical care)</li> <li>• V300 Non-Medical Prescriber (AF)</li> <li>• Teaching/mentoring/assessment/coaching qualification and/or experience</li> <li>• Valid driving UK category C1 driving license, with no more than 3 penalty points</li> <li>• Road Traffic Act Section 19 High Speed Driving Compliant Driving Qualification (e.g. Level 3 Certificate in Emergency Response Driving or IHCD D2) (AF)</li> </ul> | <ul style="list-style-type: none"> <li>• Masters Degree in a relevant field</li> </ul>  |
| <b>Experience</b>     | <ul style="list-style-type: none"> <li>• Significant and demonstrable level of clinical practice within emergency / critical care; this will typically be a minimum of 3 years post registration experience (AF)</li> <li>• Recent evidence of commitment to lifelong learning through CPD portfolio (AF)</li> </ul>  | <ul style="list-style-type: none"> <li>• Previous experience of working with other health boards, pre-hospital services, agency partners stakeholders (AF/AD)</li> <li>• Experience of working as an autonomous practitioner undertaking complex assessments and</li> </ul> |

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|                             |  | <p>management of own caseload (AF/AD)</p> <ul style="list-style-type: none"> <li>• Experience of developing and implementing clinical guidelines, pathways and policies (AF)</li> </ul> |
| <b>Skills and Knowledge</b> | <ul style="list-style-type: none"> <li>• Demonstrable application of evidence-based practice (AF/AD)</li> <li>• Able to provide Advanced Life Support (AD)</li> <li>• Written and oral skills in identifying and analysing complex problems and issues (AF/AD)</li> <li>• Demonstration of critical thinking and judgement (AF/AD)</li> <li>• Demonstration of an ability to communicate clearly and concisely (AD)</li> <li>• Demonstrate ability to provide clinical supervision and leadership (AD)</li> <li>• Ability to discuss evidence-based medicine (AD)</li> <li>• Ability to assess risks, anticipate difficulties and successfully address them (AD)</li> <li>• Evidence of ability to facilitate learning (AF/AD)</li> <li>• Current knowledge of developments within emergency and critical care and the wider healthcare economy (AD)</li> <li>•</li> </ul> | <ul style="list-style-type: none"> <li>• Evidence of delivering education and training</li> <li>• Evidence of involvement in research, audit or service improvement</li> </ul>          |
| <b>Personal Attributes</b>  | <ul style="list-style-type: none"> <li>• Ability to work under pressure (AF/AD)</li> <li>• Demonstrate commitment to the NHS Scotland values and behaviours (AF/AD)</li> <li>• Demonstration of the ability to identify and address personal learning needs as part of continuous development (AF/AD)</li> <li>• Self-motivated individual (AF/AD)</li> <li>• Evidence of personal development (AF)</li> <li>• Willingness and ability to travel the geographical area of service (AD)</li> </ul>  | <ul style="list-style-type: none"> <li>• Evidence of leading change</li> </ul>  |