

NHS Lothian

Post:

PERSON SPECIFICATION

In order to be shortlisted you must demonstrate you meet all the essential criteria and as much of the desirable as possible. When a large volume of applications are received for a vacancy and most applicants meet the essential criteria then the desirable criteria is used to produce the shortlist.

Criteria	Essential	Desirable	How assessed
Personal Traits	Understands and demonstrates the NHS Lothian's values of: quality, teamwork, care & compassion, dignity & respect, and openness, honesty & responsibility through the application of appropriate behaviours and attitudes		A/I
	Committed to the development and maintenance of good relationships with colleagues, patients and the community.		A/I
	Excellent interpersonal skills with effective listening, decision making and judgemental expertise		A/I
	Pays meticulous attention to detail in planning and management		A/I
	Can apply critical thinking, logic and reasoning to skills to a wide range of challenges, such as diagnosing patients or identifying early opportunities to reduce risk of letting illnesses worsen		A/I
	Provides positive role model for colleagues and peers		A/I
Qualifications and Training	RGN Completion of relevant postgraduate courses to master's degree level (level 11) appropriate to service area or equivalent experience. Independent Supplementary Prescribing (v300) experience --	Evidence of recent continuing professional development	A/I



<p>Experience and Knowledge</p>	<p>In depth understanding of the management of patients with complex health & social needs and long term conditions Evidence of research /audit experience</p> <p>Evidence of leadership, and management</p> <p>Evidence of using of evidence based practice and knowledge of research and evidence based practice</p> <p>Knowledge of NHS environment and current policies affecting the health of the population</p> <p>Evidence of effective problem solving skills</p>		<p>A/I/R</p> <p>A/I</p> <p>C/I</p> <p>I</p> <p>A/I</p>
<p>Skills and/or Abilities</p>	<p>Capable of providing leadership and guidance to all staff and working under own initiative</p> <p>Effective time management skills and ability to prioritize own workload.</p> <p>Strong organisational skills, particularly relating to treatment requirements and care plans</p> <p>Competent in the use of various IT systems used in the community setting and MS Office packages</p>	<p>Evidence of change management skills Strong problem solving abilities</p> <p>Champions promoting own field of specialism across NHS Lothian and beyond</p>	<p>A/I/R</p> <p>I</p> <p>I</p> <p>A/R</p>
<p>Specific Job Requirements</p>	<p>Car driver with current driving licence Post holder will be required to work flexibly across several different sites around Lothian</p>		<p>C</p>



--	--	--	--

Key – how assessed

A = Application form	I = Interview
C = Copies of certificates	T= Test or exercise
P = Presentation	R = References

