

**Post: Community Staff Nurse Band 5 (ACENS - Complex Care)**

**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.

<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>	<b>How assessed</b>
Personal traits:	<p>Understands and demonstrates the NHS Lothian's values of quality, care and compassion, dignity and respect, and openness, honesty and responsibility through the application of appropriate behaviours and attitudes</p> <p>Committed to the development and maintenance of good relationships with colleagues, patients and the community</p> <p>Excellent communication skills (verbal and written) with an ability to communicate well with staff at all levels</p> <p>Motivated to work in the speciality and flexible and adaptable.</p> <p>Physically able to undertake the duties of the post</p>	<p>Demonstrates an interest in contributing to the development of the service.</p> <p>Motivated and committed to further develop skills and knowledge.</p> <p>Good time management skills</p>	<p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p>
Qualifications and Training	<p>1<sup>st</sup> level registered nurse</p> <p>Evidence of continuing professional development relevant to this post</p> <p>Evidence of further training relevant to post e.g. caring for patients</p>	<p>Educated to Degree level</p> <p>Nurse Prescriber with relevant experience</p>	<p>C</p> <p>A, I</p>

	requiring mechanical ventilation, or complex neurological conditions		
Experience and Knowledge:	<p>Evidence of recent working in an appropriate clinical setting where experience of respiratory/ airway management, neuro etc will have been gained. For example: HDU; LD Complex Care, Respiratory; Neurology.</p> <p>Demonstrates use of evidence based practice.</p> <p>Willingness to undertake mentorship course, if not already completed</p> <p>Have an awareness of NHS Lothian policies and procedures</p>	<p>Previous experience of working with ventilated patients.</p> <p>Previous experience of epilepsy management</p> <p>Experience of working with patients in a community setting</p> <p>Knowledge and understanding of wide range of community based services including Primary Care, Health &amp; Social Care</p> <p>Knowledge of recent government strategies – national and local</p>	A, I, C, R
Skills and or Abilities:	<p>Be able to work independently or as part of a team and use initiative</p> <p>Ability to work with a range of professionals and maintain professional boundaries when working with patients and families</p> <p>Ability to organise and plan delegated workload appropriately.</p> <p>Demonstrate effective clinical decision making skills and an understanding of Clinical Governance.</p> <p>Range of clinical skills essential to the role.</p> <p>Ability to remain calm and effective in a high-pressured or emergency situation</p> <p>A level of English language competency and communication skills necessary to perform this role safely and effectively.</p>	<p>Experience of appropriate delegation of work and supervision of more junior staff</p>	<p>A, I, R</p> <p>I</p> <p>I, C,R</p> <p>A, I, C,R</p> <p>A, I, R</p>

	Able to use of various IT systems used in the clinical setting		
Specific Job Requirements:	<p>Post holder will be required to work flexibly across several different sites around Lothian</p> <p>Ability to work unsocial hours and flexible working patterns to meet the needs of the service.</p>	<p>Working knowledge of NHS Lothian policies relevant to the post</p> <p>Car driver with current driving licence</p>	A, I, R, C

<b>Key – how assessed</b>	
A = Application form	I = Interview
C = Copies of certificates	T= Test or exercise
P = Presentation	R = References