NHS LOTHIAN
Post: Senior Clinical Nurse Specialist
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 NHS Lothian's values of quality, teamwork, care & compassion, dignity & respect, and openness, honesty & responsibility through the application of appropriate behaviours and attitudes • Ability to work flexibly • Excellent Communication skills • Commitment to high standards of care • Strong leadership skills	Evidence of motivational skills to ensure collaborative working	**A, I, R**
Qualifications and Training	• RGN with current NMC Registration • Educated to or working towards masters level education • Evidence of specialist knowledge at post graduate level • Evidence of continuing professional development • Commitment to undertake service specific competencies		**A, C, I**
Experience and Knowledge	• Significant post registration professional practice to undertake and fulfil the key areas for this post. • Motivated to work in clinical speciality and continue professional development • Experience of quality improvement • Evidence of service and role development	Experience in leading a team Experience managing conflict and dealing with competing priorities Evidence of research audit experience	**A, I, R**
Skills and/or Abilities	• Effective listening and interpersonal skills • Lead and manage change • Able to motivate others • Time management skills/ability to prioritise workload • Evidence of effective problem solving skills	Experience in supporting nursing staff through PDP and appraisal process	**A, I, C, P, R**

	• Competent in standard IT packages e.g. Microsoft Word & Excel		
Specific Job Requirements	• Excellent time management/prioritising skills • Concentration when assessing patients and planning care		**A, I**

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