

PERSON SPECIFICATION

Post: Heart Failure Clinical Nurse Specialist	Division: 2
Location/Department: Cardiology	Date: March 2021

All candidates will be considered on their ability to meet the requirements of this person specification.

	Criteria Please state if essential (E) or desirable (D). (Only essential criteria will be considered when undertaking the job evaluation process)	How Identified e.g. Application Form/Interview/ Presentation/Test
Professional Qualifications e.g. CIPD, AAT,RGN, Degree, Masters, PHD	<ul style="list-style-type: none"> Registered Adult on the NMC Register. Evidence of post registration CPD / Post registration qualification in (appropriate area of speciality or professional knowledge supplemented by specialist experience and short courses to degree / masters level equivalent FHEQ Level 6 /7 (E) Recognised mentorship course (E) To have or working towards a MSc/ Masters qualification (D) To have or working towards advanced health assessment module – where applicable to the role (D) Non – Medical Prescriber/ willingness to undertake - where applicable to the role (D) 	Application Form and Interview Professional Portfolio review
Experience e.g. writing business plans, budget management experience, significant clinical experience	<ul style="list-style-type: none"> Evidence and ability to revalidate as required by the NMC (E) Significant years post registration experience as a Clinical Nurse Specialist at B6 or above in defined or associated speciality (E) Extensive experience of working autonomously at a specialist level (E) Experience of delivering change management both personally and as a facilitator (D) Evidence of achievements and career development in current post and of ongoing professional development/ competence. (E) Demonstrate expert knowledge underpinned by theory and CPD relevant to speciality (E) Experience and enthusiasm for developing educational programmes and teaching / assessing and supervising others in a clinical setting.(E) Experience in service development (D) Working in a multi-disciplinary and cross agency work environment (E) Experience of patient service user advocacy role (E) 	Application form and interview

Skills/Abilities e.g. Report Writing, Minute Taking, Shorthand	<ul style="list-style-type: none"> • Ability to explain the requirement to balance clinical caseload (E) • Ability to communicate with a wide range of health care professionals, on a variety of complex and sensitive issues which require persuasive and empathetic skills. (E) • Ability to work autonomously , manage / prioritise own workload , supervise / appraise and asses junior staff (E) • Competent in a range of clinical skills and expanded practices relevant to the scope of practice required. (E). • Ability to work under pressure across competing priorities (E) • Ability to, undertake clinical audit , analyse information and develop robust measureable action plans to support improvement / change (E) • Evidence of ability to compile reports and documents for internal / external communication (E) • Knowledge of current evidence based practice and ability to apply to service and policy development (E) 	Competency certificates Interview Application form References Test
Knowledge Depth and extent of knowledge E.g. Technical, Financial	<ul style="list-style-type: none"> • Can demonstrate expert nursing knowledge with an ability to assess, plan , implement and evaluate specialist care delivered to patients and give advice and information to patients / relatives/ care staff (E) • Awareness of current relevant NHS policy context relating to the speciality (E) • Has understanding / experience of the principles of Safeguarding (E) • Awareness of current research related to the speciality (D) • Knowledge of corporate and clinical governance (E) 	
Personal Attributes e.g. Reliable, Punctual	<ul style="list-style-type: none"> • Ability to adapt behaviour to changing circumstances (E) • Positive and enthusiastic attitude (E) • Ability to communicate articulately and motivate others (E) • Evidence of flexible and innovative approach to service delivery and development.(E) 	Interview Application form References
Other Factors e.g. ability to work shifts, ability to drive, etc	<ul style="list-style-type: none"> • Ability to work a varied shift pattern where required (E) • Ability to act on own initiative (E). 	Interview