

Person Specification

Person specification				
Criteria		Essential	Desirable	Evidence*
Qualifications	Educated to degree level (level 5) in relevant subject or equivalent level of experience of working at a similar level in specialist area Registered Health Care Professional e.g. NMC for nurses, GPhC for pharmacists and equivalent for other healthcare professionals.	√ √		A/I
Knowledge and experience	Specialist knowledge in a relevant subject to post graduate level Previous experience in similar clinical role Experience of working as part of a multi-disciplinary team Working knowledge and literate with computer skills to use of word document, internet access and email correspondence and electronic record keeping. Evidence of continuous personal and professional development and willingness to commit to ongoing CPD	√ √ √	√ √	A/I
Skills Capabilities & Attributes	Clear communicator with excellent verbal, written and presentation skills. Effective skills in communicating complex and sensitive information and in difficult situations, requiring empathy, reassurance, persuasion and influence Skills for nurturing key relationships and maintaining networks Problem solving skills and ability to respond to sudden unexpected demands Independent thinker with the ability to demonstrate good judgement, problem-solving and analytical skills Able to work on own initiative, organising and prioritising own workloads to changing and often tight deadlines An ability to maintain confidentiality and trust	√ √ √ √ √ √	√	A/I

Values and Behaviours	Commitment to and focused on quality, promotes high standards in all they do Flexible approach to work and ability to cope with uncertainty and change Values diversity and difference, operates with integrity and openness Works well with others, is positive and helpful, listens, involves, respects and learns from the contribution of others Actively develops themselves and supports others to do the same Ability to work in a variety of settings Understanding of and commitment to equality of opportunity and good working relationships	✓ ✓ ✓ ✓ ✓ ✓ ✓		A/I
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* Evidence will take place with reference to the following information:	
A	Application form
I	Interview
T	Test or Assessment
C	Certificate