

PERSON SPECIFICATION

Job Title: Clinical Lead Rapid Response and Intermediate Care (Band 8a)

WEIGHTING

Criteria in each section are ranked in order of importance 3 – 1, with 3 being the most important

SHORTLISTING CRITERIA – using Application Form and accompanying information

Each candidate will be scored against the person specification as follows:

3 points = fully meets or exceeds the criteria

2 points = significantly meets criteria, although falls short on minor aspects

1 point = partially meets criteria, but falls short on key aspects

0 point = does not meet criteria

CATEGORY	CRITERIA	Weight (must be Completed)	HOW ASSESSED (must be completed)
1. Values:-  Collaborate  Aspire  Respect  Enable	<p>Communicates openly, honestly and professionally, and actively promotes team working and building strong working relationships</p>	3	<p>All values must be assessed at the interview/ assessment stage using various methods e.g. open questions and scenarios</p>
	<p>Patients are always first. Drives service improvements. Strong self-awareness with a desire to grow.</p>	3	
	<p>Treats all with compassion and kindness. Ensures everyone feels valued.</p>	3	
	<p>Consults others and listens to their views/opinions. Enables others to take the initiative</p>	3	
CATEGORY	CRITERIA	Weight	HOW ASSESSED

2. EDUCATION, QUALIFICATIONS & TRAINING eg Education, professional qualifications	Registered allied healthcare professional or nurse	3	Application form
	Degree/ masters level qualification relevant to community practice	3	Application form
	Post Graduate masters level modular training	2	Application form
	Evidence of recent CPD	3	Application form
	Post-graduate management and/or leadership training	2	Application form
3. EXPERIENCE eg Breadth of occupational experience	Demonstrate broad experience post registration working in a community setting within a variety of core areas: <ul style="list-style-type: none"> ▪ Care of Elderly ▪ Rehabilitation ▪ Palliative Care ▪ Long term conditions 	3	Application form & Interview
	In depth experience of working within multi agency / multi-disciplinary team	3	Application form & Interview
	Experience of implementing change management programmes e.g. service development	3	Application form & Interview
	Experience of leadership and management	3	Application form & Interview
	Experience participating in a research or audit project and implementing full audit cycle	2	Application form
	Experience of working with single assessment process	2	Application form

4. SKILLS, ABILITIES & KNOWLEDGE eg Communication skills, excellent organisation skills, keyboard skills, high motivation, Special knowledge requirements e.g. NMC Code of Conduct, regulations etc.	Knowledge of defined service areas, including current issues in service delivery, patient pathways	2	Application form & Interview
	Highly effective verbal and written communication to facilitate effective working with clinical staff, patients and carers, and work colleagues	3	Application form & Interview
	Ability to analyse and interpret complex and varied information in order to identify issues and develop solutions	3	Application form & Interview
	Effective leadership and management skills to lead and motivate staff	3	Application form & Interview
	Understanding of the importance of staff engagement and good Human Resources practice	3	Application form & Interview
	Ability to demonstrate behaviours and attitudes consistent with Trust values	3	Application form & Interview
5. SPECIAL CIRCUMSTANCES eg Ability to travel to other sites. Ability to work internal rotation	Driving licence and car for travelling between sites and throughout Bucks, as required by the post. Business car insurance.	3	Application form