

Person specification & Supporting Evidence for the post: AP Lead				
		Essential	Desirable	Measure
Qualifications and Knowledge	Professional Registration – HCPC/NMC	✓		A
	Masters Level qualification in Advanced Practice	✓		A
	Teaching Qualification		✓	A
Experience	Demonstrates an understanding of the background to and aims of the Advanced Practitioner role	✓		A/I
	Experience in working as an Advanced Practitioner	✓		A/I
	Broad range of post qualifying clinical experience		✓	
	Significant experience of managing, training and supporting staff.	✓		A
	Experience of developing, structured educational material , dissemination of best practice through educational programmes across acute, community, primary care settings and including patient information.	✓		A/I
	Experience of having worked across professional and organisational boundaries.		✓	A/I
	Practical experience of facilitating change	✓		A/I

	<p>Experience of developing and implementing new systems and procedures</p> <p>Strong leadership and presentational skills with the ability to command respect from and deal diplomatically with all stakeholders</p> <p>Ability to analyse information from a wide range of sources and challenge the status quo, making independent judgements</p> <p>Knowledge and understanding on Quality Improvement</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>I</p>
Skills	<p>Excellent communication skills, both written, verbal and other multi-media means</p> <p>Excellent interpersonal skills able to engage and build effective relationships at all levels in stakeholder organisations</p> <p>Ability to present to large groups of people.</p> <p>Excellent organisational and administrative skills</p> <p>Excellent time management skills</p> <p>Ability to work under pressure and meet deadlines</p> <p>Ability to work without supervision and use own initiative</p> <p>Ability to work flexibly and manage competing priorities</p> <p>Consistently high attention to detail and quality of work</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>I</p> <p>I</p> <p>A/I</p> <p>I</p> <p>I</p>

	<p>Ability to work as a member of a team</p> <p>Ability to establish and maintain good working relationships with people from a wide range of personal and professional backgrounds</p> <p>Adaptable to meet differing learning styles/ preferences</p> <p>Ability to write evidence based reports</p> <p>Self-motivated and able to work autonomously to achieve agreed objectives.</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>A/I</p> <p>A/I</p> <p>A/I</p>
Knowledge	<p>Knowledge of different methods/ styles for teaching and learning</p> <p>Detailed understanding of curriculum development including the generation of learning outcomes</p> <p>Detailed understanding of a range of regulatory body requirements</p> <p>In depth knowledge of Quality Assurance principles and framework</p> <p>Working knowledge of Inter-professional learning</p>		<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>I</p> <p>A/I</p> <p>I</p> <p>A/I</p> <p>A/I</p>
Physical Skills	Working knowledge of Microsoft Office with intermediate keyboard skills.	✓		A
Equality and Diversity	Demonstrates a thorough understanding of and commitment to equality of opportunity and good working relationships both in terms of day-to-day working practices, but also in relation to management systems for London	✓		I

Financial and Physical Resources	Previously responsible for a budget, involved in budget setting and working knowledge of financial processes		✓	A
Other	<p>Used to working in a busy Environment</p> <p>Adaptability, flexibility and ability to cope with uncertainty and change</p> <p>Willing to engage with and learn from peers, other professionals and colleagues in the desire to provide or support the most appropriate interventions</p> <p>Professional calm and efficient manner</p> <p>Effective organiser, influencer and networker</p> <p>Completer/Finisher</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>A</p> <p>I</p> <p>I</p> <p>I</p> <p>A/I</p> <p>I</p>
Other	Able to travel between base (to be arranged) and venues throughout the Trust	✓		I
<p>*Assessment will take place with reference to the following information</p> <p>A=Application form I=Interview C=Certificate</p>				