



## Person Specification – Nurse and ANP Manager

<b>Written By:</b>	Business Manager
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Criteria	Essential	Desirable	Assessment
Knowledge	<ul style="list-style-type: none"> <li>Familiar with employment law and employment-related legislation</li> <li>V300 qualification or equivalent</li> <li>Advanced clinical practice skills</li> <li>Management of patients with long-term conditions</li> <li>Management of patients with complex clinical skills needs</li> <li>Accountability of own role</li> <li>Clinical governance issues in primary care</li> <li>Emis Web system</li> <li>Knowledge of QoF and Quality Framework</li> </ul>	<ul style="list-style-type: none"> <li>MSc Advanced Practitioners qualification</li> <li>A recognised management qualification or commitment to work towards one</li> <li>Knowledge of local area pathways, initiatives and quality frameworks</li> </ul>	CV, Interview
Skills	<ul style="list-style-type: none"> <li>Clinical examination skills</li> <li>Clinical leadership skills</li> <li>Telephone triage</li> <li>Communication skills, both written and verbal</li> <li>Communication of difficult messages to patients and families</li> <li>Negotiation and conflict management skills</li> <li>Change management</li> <li>Mentorship within a clinical setting</li> <li>Resource management</li> <li>Problem solving skills</li> </ul>	<ul style="list-style-type: none"> <li>Ability to listen and empathise</li> <li>Mentoring/coaching</li> <li>Negotiation and conflict management</li> </ul>	CV, Interview
Experience	<ul style="list-style-type: none"> <li>Significant post registration experience</li> <li>Recent primary care experience</li> <li>Leadership/Management Experience</li> <li>Practical experience of managing and motivating people</li> <li>Management of minor illness, minor ailments and injuries</li> <li>Nurse-led triage</li> <li>Compiling protocols and clinical guidelines</li> </ul>	<ul style="list-style-type: none"> <li>A background within Primary Care, possibly as a Practice Nurse</li> <li>Carrying out consultations within patients homes, nursing and care homes</li> </ul>	CV, Interview



	<ul style="list-style-type: none"><li>• Audit</li><li>• Nurse prescribing</li></ul>		
Attributes	<ul style="list-style-type: none"><li>• Self-directed practitioner</li><li>• Highly motivated</li><li>• Flexible</li><li>• Enthusiasm</li><li>• Team player</li><li>• Ability to work across boundaries</li><li>• Ability to work with fast paced change.</li></ul>		CV, Interview