

JOB DESCRIPTION AND PERSON SPECIFICATION FOR:	Head of Service Advanced Clinical Practice – Community Hospitals
AGENDA FOR CHANGE BAND:	Band 8b (TBC)
HOUR PERSON SPECIFICATIONS AND DURATION;	As specified in the job advertisement and the Contract of Employment
AGENDA FOR CHANGE REFERENCE NUMBER:	(reference No)
DBS LEVEL:	Enhanced DBS with Adults Barred List Check
REPORTS TO:	CHS Head of Service
ACCOUNTABLE TO:	Associate Medical Director & Head of Nursing & Quality
LOCATION:	The post holder will initially be based at the location specified in the job advertisement and the Contract of Employment. However, the Trust reserves the right, with consultation, to relocate post holders to any base within the Trust in line with service requirements.

JOB SUMMARY:

To provide expert clinical advice, care and leadership to all clinical areas within the Community Hospitals and Virtual Wards.

- Provide professional and clinical leadership and direction across the Community Hospital wards and the Frailty Virtual Ward.
- To be responsible for developing, implementing and reviewing the Advanced Clinical Practitioner (ACP)/Medical service ensuring that the service is delivered equitably and to a consistently high standard across Community Health Services.
- Provide a leading role in appropriate aspects of the ACP service across the directorate working in partnership with the Consultant Geriatricians to ensure patients receive appropriate investigation, intervention and treatment with minimal avoidable delays, whilst improving the quality of care in community hospital in-patient settings and the Frailty Virtual Ward.
- Manage the Lead ACPs and team of Practitioners ACPs (i.e., recruitment and retention, performance, sickness, and appraisal) supported by the Associate Medical Director, Operational & Transformation Lead for Hospitals, Head of Nursing, and Deputy Head of Nursing
- To ensure safe staffing across the service line and workforce deployment
- Contribute to the delivery of specialist education programmes in Frailty/Geriatric Medicine.
- To provide leadership and co-ordination for the implementation of evidence-based

care within the Community hospitals patient cohort.

- Lead, participate in and co-operate with concerns, complaints and investigations as required, providing critical analysis and professional review and supporting investigators within the directorate as necessary
- Contribute to the development of nurse led research and support the development of evidence-based practice.
- Work closely with Community hospitals Operational and Transformation Lead, Associate Medical Director, Clinical Director, Directorate Management Team and HON/DHON to encourage partnership working
- Take responsibility for data collection, effective and accurate monitoring, and performance reporting.
- First line of escalation for external partners from acute, primary care and social care
- Exercise advanced clinical expertise, levels of judgement, discretion and decision making in clinical care demonstrated through the RCN Advanced Competency framework.
- Represent the Trust in all matters of advanced clinical practice related to the role of the advanced clinical practitioner and network at a local, Regional and National level including: developing and maintaining relationships with the ICB and other stakeholders.
- To lead on and provide clinical leadership to the directorate and across the Trust thereby demonstrating a strong clinical profile with patients, carers and staff. Professional and managerial support will be provided to ensure success.
- To participate in the CHS silver oncall rota
- A workplan of 20% clinical; 80% leadership/education and research to reflect the 4 pillars of advanced clinical practice.

MAIN DUTIES AND RESPONSIBILITIES:

- 1. To demonstrate the Trust's values in everything you do in the work environment.**
- 2. To be responsible in the use and expenditure of the Trust's resources that you utilise.**
 - 2.1. To hold the delegated budget for the ACP Service and to act as an authorised signatory for financial orders, training plans and pay and non-pay budget manager.
 - 2.2 Supports and contributes to the implementation of Cost Improvement Programmes (CIP) within the Service/Trust
- 3. Delivery of Effective Healthcare within the organisation**
 - 3.1. To effectively manage own caseload of patients; demonstrating the application of expert clinical skills and knowledge, to develop patient centred evidence based care to positively affect patient outcomes.
 - 3.2. Demonstrate professional autonomy whilst making clinical judgements that will improve patient care.
 - 3.3. To work autonomously assessing individual patient needs, initiating investigations, determine a differential diagnosis and initiating appropriate holistic, research based treatment with the development of a personalised clinical management plan, including independent prescribing.
 - 3.4. To put the patient at the centre of all decisions, reinforcing the concept of a more

- streamlined patient journey, improving the quality of care.
- 3.5. Lead and be a champion for the care of the frail older person.
 - 3.6. Practice autonomously and self-directed.
 - 3.7. Hold high-level MDT working skills to support others with extending their professional roles.
 - 3.8. Provide health promotion and prevention orientation, and comprehensively assess the patients for risk factors and early signs of illness.
 - 3.9. Have high-level condition-specific clinical knowledge and skills.
 - 3.10. Provide high-level assessment, diagnosis, planning and implementation programmes of evidence based care for the patient group, and be able to re-evaluation implemented treatment plans as appropriate.
 - 3.11. Assess and manage complications or exacerbations of LTC, this may require additional diagnostic and treatment skills.
 - 3.12. Ensure interventions are taken in line with best practice guidance.
 - 3.13. Undertake advanced skills appropriate to role, ensuring clinical competencies are maintained in accordance with RCN framework for advanced practice.
 - 3.14. Provide advice, information and support for Trust staff caring for specific client groups.
 - 3.15. Prescribe within the boundaries of extended non-medical prescribing.
 - 3.16. Provide advanced knowledge advice and support to client groups.
 - 3.17. Deliver technical skills required for intervention for specialist patients.
 - 3.18. Identify local, demographic, cultural and environmental factors that influence the health and quality of life for client groups.
 - 3.19. Contribute to the coordination and effective management of the admission and discharge process.
 - 3.20. Incorporate advanced practice, in line with RCN and NMC frameworks.
 - 3.21. Ensure child protection and vulnerable adult legislation is adhered to within own practice and service.
 - 3.22. Understand, manage and balance patient, staff and service risk.
 - 3.23. Lead the development and evaluate policies/guidelines/protocols for advanced and specialist clinical practice and take responsibility for updating and monitoring policies/guidelines/protocols.
 - 3.24. Provide a visible clinical profile, having both advisory and clinical input into patient care as directed by the Associate Medical Director/Clinical Director/Head of Nursing.
 - 3.25. Prepare accurate and concise reports both verbally and written.
 - 3.26. Provide advanced communication and negotiation skills.
 - 3.27. Communicate the needs of the client group effectively within the MDT and the Trust.
 - 3.28. Have high level cross-agency working skills, linking with those providing enhanced care and supported self-management.
 - 3.29. Deploy effective communication strategies to ensure that information and knowledge is imparted sensitively according to the needs of the patient, staff and students in training.
 - 3.30. Continually review and evaluate own role and clinical practice informing the annual review process with the Clinical/Medical Director
 - 3.31. Be an active member of relevant Trust Committees and groups contributing to developing/implementing local/national strategy.
 - 3.32. Plan, manage and be clinically responsible for own caseload.
 - 3.33. Keep relevant records and submit in a professional acceptable manner.
 - 3.34. Ensure the rights, dignity and confidentiality of the patient is protected at all times.
 - 3.35. Promote a positive relationship with all stakeholders within the service.
 - 3.36. Contribute to the clinical governance process, including adverse incident

reporting/investigation and the management of complaints, as appropriate.

3.37. Collect and collate data as required by the area of expertise in order to inform internal and external professional and operational bodies.

3.38. Relate complex communication processes to individual situations.

3.39. Be involved in peer review of own practice and that of others.

4. Establishing Effective Leadership and Communication

4.1. Provide expert knowledge to develop services within the Trust and with external health and social care agencies across Leicester and Leicestershire and Rutland.

4.2. Provide leadership and direction for the implementation of policies/initiatives aimed at improving care of older people.

4.3. Facilitate a culture of change and innovation including shared decision making and self-management.

4.4. Contribute to the cultural / transformational change agenda, for a range of stakeholders through effective partnership working and networking, constructively challenging where appropriate.

4.5. To monitor and take the lead for improvements to standards of care through, supervision of practice, clinical audit, evidence-based practice, teaching and supporting professional colleagues and the provision of skilled professional leadership.

4.6. Role model standards of care and behaviour through clinical practice.

4.7. Be highly visible in the clinical area.

4.8. Lead the development of the Advanced Clinical Practitioner team, setting objectives and monitoring these within own area of expertise.

4.9. Support the ACPs/Medics and act as their role model of standards for behaviour and professions, through commitment to the integration of policies and procedures within role and workplace.

4.10. Actively participate and lead when appropriate local networks and speciality specific groups, working in partnership with other key professionals.

4.11. Analyse relevant national policy, within area of expertise, advising on impact for service, leading the implementation of changes and evaluation of processes in partnership with the MDT

4.12. Maintain professional registration and practice through CPD.

4.13. Maintain professional portfolio to demonstrate competency in line with RCN Advanced Competency Framework.

4.14. Maintain personal standards of conduct and behaviour consistent with Trust and NMC guidelines.

4.15. Allocate, coordinate, monitor and assess the ACPs or the service, ensuring resources are deployed appropriately.

4.16. Ensure appropriate use of resources in order to meet service/client needs.

4.17. To be responsible in the use and expenditure of the Trust's resources that you utilise.

4.18. To manage the budget for the service and ensure that the service is provided in a cost-effective way.

4.19. Identify the need for change, proactively generate innovations and lead new practice and service design solutions to better meet the needs of the patient and service.

4.20. Recognise and act as advocate for patient, carer, service and organisation.

4.21. Lead change as required and ensure resolution of conflict.

5. Continuing Education, Professional and Personal Development

5.1. Undertake the Trust's corporate and local induction, and maintain your learning and compliance with training requirements for your role

5.2. Participate in supervision via agreed review and appraisal mechanisms

5.3. Work with higher education institutions (HEI) to influence the development of post

registration curriculum for all health professionals in relation to advanced practice

- 5.4. Teach multi-disciplinary and inter-disciplinary groups within the directorate and within HEI on a range of subjects relating to their specialist field.
- 5.5. Develop and use appropriate strategies and opportunities to share knowledge to include Health Care Professionals, patients / clients, and carers.
- 5.6. Ensure own self-development, clinically and academically and that levels of achievement are reviewed in an annual personal development plan.
- 5.7. Develop services as appropriate learning environments that promote life-long learning, personal effectiveness, and accountability.
- 5.8. Work across organisational boundaries to develop joint learning initiatives to ensure a consistent approach to the care of older people.
- 5.9. It is mandatory for all professionally qualified staff and clinical support staff to actively participate in clinical supervision as an integral part of their professional development.
- 5.10. Lead on the development and deliver specific teaching programmes for all disciplines and grades of staff, client group and carers within the Trust in relation to area of expertise.
- 5.11. Review and evaluate all teaching programmes and lead on the development of new programmes when a need is identified.
- 5.12. Identify own development needs in line with service requirement within personal development plan.
- 5.13. Ensure personal, peer support and clinical supervision needs are met.
- 5.14. Act as mentor/preceptor and resource person for all nursing and support staff, as appropriate to the role.
- 5.15. Provide clinical supervision to the Lead ACPs and ACPs to support development of individuals and practice.
- 5.16. Ensure clinical environment is conducive to supporting the education and learning of all staff and students.
- 5.17. Provide an environment that encourages client centred involvement where clients are facilitated to ask for help, advice and education.
- 5.18. Contribute to and lead on the clinical governance outcomes related to the provision of the ACP service.

6. Clinical Governance, Reduction of Risk, Audit and Research

- 6.1. Lead on the formal evaluation of the advanced practitioner role to develop new knowledge or translate new findings into local practice.
- 6.2. Lead with others on the strategic needs for the patient population with specific conditions.
- 6.3. Lead and work with others to develop the wider work force, model of care delivery, procurement and development of services.
- 6.4. To lead on the evaluation of clinical practice relating to the ACP service through audit of service, including patient satisfaction, developing and managing strategies to address any shortfalls.
- 6.5. Demonstrate knowledge of current research in all aspects of work and to advise others on the implementation of relevant research findings.
- 6.6. Lead the development of research proposals with the MDT specific to the speciality.
- 6.7. Initiate and /or participate in research to identified needs.
- 6.8. Disseminate results/research findings via local team and/or national/international publications.
- 6.9. Implement research findings appropriate to practice.
- 6.10. Continually assess and monitor risk in their own and other's practice and challenge others about wider risk factors.

7. Management and use of Resources and Information

7.1. All records that the role is responsible for or modifies must be kept up to date and maintained in an accurate and diligent manner

COMMUNICATION AND WORKING RELATIONSHIPS:

- To ensure the development and articulation of best practice within the service area and contribute across the service by exercising the skills of a reflective practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of Advanced Clinical Practice.
- To ensure the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the Nursing and Midwifery Council and Trust policies and procedures.
- To contribute with other Advanced Clinical Practitioner development and articulation of best practice in Nursing across the directorate and other relevant statutory agencies.
- To perform other duties, as appropriate to the grade that may be required by the Heads of Service.
- To ensure that good standards of Clinical Governance are maintained within speciality.
- To lead, facilitate, enhance and develop appropriate Advanced Clinical Practitioner skills and expertise through regular supervision in accordance with professional practice guidelines as published by the RCN and NMC.
- To comply with all relevant Trust policies, procedures and guidelines.
- To develop and maintain the highest professional standards of practice by acting in accordance with the professional code of conduct published by the NMC.

To be noted

(a) This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties which fall within the grade of the job, in discussion with the Heads of Service.

ENVIRONMENTAL FACTORS:

8. Physical Effort

8.1. Some moderate physical effort required regularly, every week for clinical examination in constrained environment on community hospital wards, patient homes and FOPAL department. Examination of potentially heavy limbs necessary.

9. Mental Effort

9.1. To work in an environment with constant interruptions for staff and patient needs and from others dealing with service issues. Concentration required for clinical assessment, and making clinical decisions.

10. Emotional Effort

10.1. Delivery of unexpected bad news to patients and relatives, though unpredictable, occurs quite often

11. Working Conditions

11.1. Measures the nature, level, frequency and duration of demands arising from adverse environmental conditions and hazards which are unavoidable and required for the job.

12. Assuming normal Health and Safety standards are met.

13. Driving to and from work is not included.

The job description is not exhaustive and will be reviewed in the light of changing needs and organisational development. Any changes will be discussed with the post holder who may be required to carry out the duties appropriate to the grade and scope of the post.

ADDITIONAL INFORMATION:

The NHS is in a period of continuing change due to developments and rationalisation of services. This will lead to a modification of structures and job descriptions. The post holder will be expected to co-operate with changes, subject to consultation, at any time throughout the duration of their contract.

MOBILITY:

The person specification for the role will detail the mobility requirements of the post. However, employees may be required to work at any of the other sites within the organisation subject to consultation.

POLICIES AND PROCEDURES:

All staff should comply with the Trust's Policies and Procedures. It is the employee's responsibility to ensure that they are aware of the relevant Policies and Procedures for their area of work. Key Policies and Procedures will be explained as part of local induction arrangements

SAFEGUARDING CHILDREN AND ADULTS:

The Trust takes the issues of Safeguarding Children and Adults, and addressing domestic violence very seriously. All employees have a responsibility to support the Trust in its duties by adhering to all relevant national and local policies, procedures, practice guidance and professional codes; promptly reporting any concerns to the appropriate authority in line with safeguarding policy and guidance; attending mandatory training on Safeguarding children and adults; being familiar with individual and the Trust's requirements under relevant legislation.

MENTAL CAPACITY ACT:

All clinical staff will be aware of their responsibilities under the Mental capacity Act and will ensure that assessment for Deprivation of Liberty Safeguards is in place for any patient that is deemed to lack capacity to consent to their care and treatment.

MAKING EVERY CONTACT COUNT:

All staff are positively encouraged to contribute to improving health for themselves, their patients, service users and colleagues. This happens when, in everyday contact, the opportunity is taken to raise the subject of choosing better health by stopping smoking, reducing alcohol intake, eating more healthily and becoming more active. The Trust's Making Every Contact Count programme has further information.

HEALTH AND SAFETY:

It is the duty of all employees of the Trust to ensure that a safe working environment and safe working practices are maintained at all times. Any specific duties you are required to fulfil as part of the job you are employed to undertake will be detailed as part of your job description.

All employees must comply with the duties imposed on them by the Health and Safety at Work Act 1974, i.e.

- To take responsibility for the Health and Safety of themselves and of other persons who may be affected by their acts or omissions at work.
- To co-operate with their employer as far as is necessary to meet the requirement of the legislation.
- Not to intentionally or recklessly interfere with or misuse anything provided in the interest of health and safety or welfare

These duties apply to all staff whenever and wherever they are engaged on Trust business.

DATA PROTECTION:

In line with national legislation, and the Trust's policies, you must process all personal data fairly and lawfully, for the specific purpose(s) it was obtained and not disclosed in any way incompatible with such purpose(s) or to any unauthorised persons or organisations, unless a lawful exemption applies.

The post holder must be familiar with and comply with the all Trust Policies on Data Protection, Confidentiality and Information Security and requests for personal information.

The post holder must be familiar with and comply with the Eight Data Protection Principles contained within the Data Protection Act 1998.

Personal Data must be:

- Processed fairly and lawfully
- Processed for specified purposes
- Adequate, relevant and not excessive
- Accurate and kept up-to-date
- Not kept for longer than necessary
- Processed in accordance with the rights of data subjects
- Protected by appropriate security
- Not transferred outside the EEA without adequate protection

CONFIDENTIALITY:

The Trust attaches the greatest importance to patient confidentiality and to the confidentiality of personal health data, personal data and other data held and processed by the Trust. All data should be treated as confidential and should only be disclosed on a need-to-know basis.

Some data may be especially sensitive and is the subject of a specific organisation policy, including information relating to the diagnosis, treatment and/or care of patients and service users, as well as individual staff records. Under no circumstances should any data be divulged or

passed on to any third party who is not specifically authorised to receive such data. In addition, staff must not access personal information unless authorised to do so as part of their role.

Due to the importance that the organisation attaches to confidentiality, disciplinary action will be considered for any breach of confidentiality. All members of staff are expected to comply with national legislation and local policy in respect of confidentiality and data protection.

With the increased use of information technology and e-communications, staff should also be aware that safe guards are in place to protect the privacy of individuals when using these mechanism, both inside and outside of work. This includes the use of social media i.e. Facebook, Twitter, Snapchat etc. Where privacy is breached disciplinary action will be considered.

All employees should be mindful of the seven Caldicott principles when dealing with person identifiable information.

1. Justify the purposes of using confidential information
2. Only use it when absolutely necessary
3. Use the minimum that is required
4. Access should be on a strict need to know basis
5. Everyone must understand his or her responsibilities
6. Understand and comply with the law
7. The duty to share information can be as important as the duty to protect patient confidentiality

If there is any doubt whether or not someone has legitimate access to information, always check before you disclose.

EQUALITY AND DIVERSITY:

We aim to design and provide services and employment practices that meet the diverse needs of our service users and staff, ensuring that none are placed at a disadvantage over others. You will be expected to take into account the provisions of the Equality Act 2010 to advancing equal opportunity. You must to act in your role to ensure that no one receives less favourable treatment due to their protected characteristics i.e. age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (gender) or sexual orientation.

In carrying out its functions, you must have due regard to the different needs of different protected equality groups in their area.

INFECTION CONTROL:

All employees have a responsibility to protect from infection themselves and other people, whether they be patients, other staff or visitors, as well as making all reasonable effort to reduce or prevent the risk of infection in their working environment. All staff have a duty to make themselves familiar with and comply with Infection Prevention and Control Policies and Procedures, carry out duties required by legislation such as the Health and social care Act 2008 (updated 2015) (and subsequent legislation), and to attend mandatory training relating to infection prevention and control.

COUNTER FRAUD:

Staff are expected to report any incidences of potential fraud to the Counter Fraud Helpline on 0800 028 40 60.

SMOKING AT WORK:

The Trust has a “Smoke Free Policy”, which applies to:

- All persons present in or on any of the Trust grounds and premises
- All persons travelling in Trust owned vehicles (including lease cars) whilst on official business.
- Privately owned vehicles parked on Trust grounds or when transporting Service Users, Visitors on official Trust business.
- When wearing an NHS uniform.

ELECTRONIC ROSTERING:

‘Our Electronic Rostering system is key to ensuring staff are in the right place with the right skills at the right time, to ensure we carry out this responsibility effectively; all LPT staff must adhere to the rostering standards and guidelines set out in the Electronic Rostering Policy, pertaining to their role’.

PERSON SPECIFICATION

JOB TITLE: Head of Service Advanced Clinical Practice – Community Hospitals

AFC REF NO:

Person Specification Selection Criteria:	3. Essential/ Minimum 1. Desirable	Stage measured at. You must demonstrate the required criteria at all stages indicated			
		Appli- cation form	Intervi- -ew	Test/ Presn	Portflo
Please see example below.					
Demonstrates a commitment to the Trust's Values					
1.1 Compassion	3		X		
1.2 Trust	3		X		
1.3 Respect	3		X		
1.4 Integrity	3		X		
Qualifications (Equivalent qualifications will be considered where their equivalency can be demonstrated)					
2.1 Registered with the NMC/HCPC	3 3	X X	X X		
2.2 MSc;/BSc in Advanced Nurse/Clinical Practitioner/verified portfolio of evidence or working towards.	3	X	X		
2.3 Independent Non-Medical Prescriber Qualification (V300).	3	X	X		
2.4 Leadership/management qualification.	3	X	X		
2.5 Advanced communication course.	3	X	X		
2.6 Teaching and mentoring experience or course.	1	X			
2.7 Diploma of Geriatric	3	X			

Person Specification Selection Criteria:	3. Essential/ Minimum 1. Desirable	Stage measured at. You must demonstrate the required criteria at all stages indicated			
		Appli- cation form	Intervi -ew	Test/ Presn	Portflo
Medicine/or working towards 2.8 Experience in sub-acute medicine, rehabilitation, long term conditions and frailty					

Person Specification Selection Criteria:	3. Essential/ Minimum 1. Desirable	Stage measured at. You must demonstrate the required criteria at all stages indicated			
		Application form	Interview	Test/ Presn	Portflo
Knowledge and Skills					
3.1 Demonstrate the ability to work in highly demanding environment.	3		X		
3.2 Nurse led triage, telephone/ tele health communication skills.	3		X		
3.3 Negotiation and conflict management skills.	3		X		
3.4 Able to demonstrate imaginative and effective use of resources.	3				X
3.5 Able to articulate personal development needs.	3		X		
3.6 Implementation of audit/research recommendations.	3	X			X
3.7 Proven ability to work and think strategically.	1		X		
3.8 Proven record of ability to use influencing/ persuasion/ motivating skills to achieve results.	3		X		
3.9 Ability to manage complexity within the service.	3				X
3.10 Demonstrate an awareness and understanding of supporting equality and valuing diversity.	3		X		X
3.11 Able to work and make decisions autonomously and take initiative.	3	X	X		X
3.12 Highly developed clinical judgement in holistic assessment of patient needs.	3				X
3.13 Understanding of the skills required by staff for successful interdisciplinary team working.	3		X		
3.14 Manage and facilitate staff development.	3		X		
3.15 Understanding of clinical and information governance.	3		X		
3.16 Excellent communication and leadership skills.	3		X		
3.17 Evidence of significant involvement in change management.	3	X			
3.18 Competent in use of IT packages such as Microsoft	3	X			X

Person Specification Selection Criteria:	3. Essential/ Minimum 1. Desirable	Stage measured at. You must demonstrate the required criteria at all stages indicated			
		Appli- cation form	Intervi- -ew	Test/ Presn	Portflo
Word, PowerPoint and SystemOne. 3.19 Good knowledge of clinical information systems.	3		x		
Experience (both work and 'life' related)					
4.1 1 st level Registered Nurse with 5+ years post registration including 2 years at senior level and relevant experience demonstrating the appropriate competencies for the job.	3	x			
4.2 Community experience.	1	x			
4.3 Portfolio of evidence showing achievements in practice.	3		x		x
4.4 Significant evidence of delivering teaching programmes to staff groups.	3		x		x
4.5 Evidence of research/audit.	1	x			
4.6 Previous experience as ACP working with Frail older people/Long Term Conditions	3	x	x		x
4.7 Understanding of the specific needs of frail older people and the role of Comprehensive Geriatric Assessment					
Personal Attributes/ Interpersonal Skills					
5.1 Ability to prioritise and deal with complex issues.	3		x		x
5.2 Ability to manage a complex caseload and delegate to appropriate skill mix members of team or refer to other professionals if required.	3	x			
5.3 Effective high level communication, facilitation and counselling skills.	3		x		
5.4 Self-motivated and the ability to motivate others.	3				x
5.5 Ability to embrace change within the service and organisation.	3	x	x		

Person Specification Selection Criteria:	3. Essential/ Minimum 1. Desirable	Stage measured at. You must demonstrate the required criteria at all stages indicated			
		Application form	Interview	Test/ Presn	Portflo
5.6 Demonstrate skills required for effective integrated team working.	3		X		X
5.7 Ability to influence, negotiate and make decisions.	3		X		
5.8 Ability to create an effective learning environment.	3		X		X
5.9 Ability to provide constructive feedback and support performance review framework.	3		X		
5.10 Evidence of ability to strategically think and plan strategically	1		X		
Standard Requirements					
Commitment to Equality & Valuing Diversity Principles	3	X	X		
Understanding of Confidentiality & Data Protection	3	X	X		
Understanding of the service users of the Trust (which could include lived experience of conditions the Trust deals with or of receiving services relevant to those the Trust provides)	3	X	X		
Mobility		You must demonstrate how you would meet the stated mobility requirement on your application form			
Own transport will be required. Dependence on public transport is not suitable for this role.					