

## PERSON SPECIFICATION

**Post:** MCR Clinical Lead Band 8B

Essential	Desirable	Assessment
<b>Qualifications:</b>		
<ul style="list-style-type: none"> <li>Registered Nurse on NMC register or Registered AHP on HCPC register.</li> <li>A relevant master's degree in advanced clinical practice or equivalent/higher postgraduate qualification</li> <li>Independent Non-Medical Prescriber V300</li> <li>Speciality qualification</li> <li>Active professional portfolio in speciality</li> </ul>	<ul style="list-style-type: none"> <li>Relevant Professional Doctorate qualification or PhD (or due to complete)</li> </ul>	CV
<b>Experience:</b>		
<ul style="list-style-type: none"> <li>Minimum five years' experience as an ACP</li> <li>Portfolio of evidence showing achievements in practice/speciality</li> <li>Significant evidence of delivering teaching programmes to staff groups</li> <li>Evidence of presentations at local, regional, national level</li> <li>Evidence of dissemination of research and applying research to clinical practice</li> <li>Evidence of involvement in local &amp; national networks</li> </ul>	<ul style="list-style-type: none"> <li>Presentation of papers and publications in peer reviewed journals</li> <li>Lead/chair national networks relating to specialty</li> <li>Evidence of undertaking research</li> </ul>	CV Interview Portfolio presentation
<b>Aptitude/leadership:</b>		
<ul style="list-style-type: none"> <li>Evidence of excellent clinical record</li> <li>Demonstrate the ability to work in highly demanding environment.</li> <li>Maintained development of clinical leadership skills</li> <li>Undertaken a leadership programme</li> <li>Evidence of diplomacy and negotiation skills</li> <li>Able to demonstrate imaginative and effective use of resources</li> <li>Able to articulate personal development needs</li> <li>Implementation of audit/research recommendations</li> <li>Excellent communication and leadership skills</li> <li>Evidence of significant involvement in change management &amp; conflict resolution</li> </ul>	<ul style="list-style-type: none"> <li>Further evidence of continued leadership development</li> </ul>	CV Interview Portfolio presentation
<b>IM&amp;T:</b>		
<ul style="list-style-type: none"> <li>Competent in use of IT packages such as Microsoft Word and Excel</li> <li>Good knowledge of clinical information</li> </ul>	<ul style="list-style-type: none"> <li>Competent in databases and spreadsheets</li> </ul>	CV Portfolio

systems e.g. EMIS / HIVE		
<b>Audit and research:</b>		
<ul style="list-style-type: none"> <li>▪ Demonstrates ability and knowledge on how to undertake audit and feedback to clinicians</li> <li>▪ Evidence of audit undertaken and outcomes</li> <li>▪ Evidence of translation of research findings into practice/implementation of research based practice</li> </ul>	<ul style="list-style-type: none"> <li>▪ Evidence of participation in research projects</li> <li>▪ Published in peer reviewed journals</li> <li>▪ Contribution to academic programmes.</li> </ul>	CV Portfolio Interview
<b>Other</b>		
Hold a current driving license with access to a car and able to travel across sites		Application
Able to work the hours as stated		