

## Person Specification & Scoring Sheet

<b>Job Title</b>	Upper GI Cancer Clinical Nurse Specialist	<b>Band</b>	7
<b>Candidate</b>			

**Top Tip for candidates!** Please use the supporting information section of the application form to provide examples that demonstrate how you meet each of the criteria listed below.

	<b>Essential Criteria</b>	<b>Desirable Criteria</b>	<b>Score</b>
<b>Qualifications</b>	<p>RGN</p> <p>Degree in Nursing / Health related subject</p> <p>Post registration qualification in Oncology/Cancer</p> <p>Teaching and assessing</p>	<p>Master's Degree</p> <p>Counselling Certificate</p> <p>Palliative Care Certificate</p> <p>Nurse Prescriber</p>	
	<p>▪ Candidates: Please be aware that you will be asked to present your original qualifications at interview.</p>		
<b>Experience</b>	<p>Substantial experience post registration with significant experience at senior level</p> <p>Upper GI Cancer experience</p> <p>Participation in service development and implementation of change</p>	<p>Nursing leadership</p> <p>Project management</p> <p>Experience of influencing change</p>	
<b>Skills</b>	<p>Advanced communication skills</p> <p>Request diagnostic test, inc CT &amp; PET scans</p> <p>Able to work autonomously</p> <p>Ability to develop effective interpersonal relationships with colleagues across health and social care setting</p>	<p>Evidence of writing protocols / standards</p> <p>Able to analyse data and provide written reports</p> <p>Able to present information to professional groups</p>	

	Strong organisational / prioritising skills		
<b>Knowledge</b>	<p>Knowledge of professional and NHS issues and policies relating to the Upper GI specialty</p> <p>Evidence of continuing professional development</p>		
<b>Additional</b>	<p>Demonstrate flexibility in working hours</p> <p>Speak English to an appropriate standard relevant to their role, i.e. with confidence and accuracy, using correct sentence structures and vocabulary, and without hesitation</p>		
<b>WWL Behaviours</b>	<p>When we are:</p> <p><b>4ward Thinking</b> We seek out new and creative way of working to make a positive difference.</p> <p><b>Working together</b> We actively seek opportunities to work in partnership with others</p> <p><b>Accountable</b> We take personal responsibility for ourselves and our actions</p> <p><b>Respectful</b> We recognise that everyone counts and makes a valuable contribution</p> <p><b>Demonstrate Compassion</b> We take time to show kindness and care to others</p>		

<b>Total Score:</b>	
<b>Out of total possible score:</b>	

<b>Comments</b>	Please record here any pertinent comments following interview, particularly details of how the candidate meets, or fails to meet, the requirements of the person specification;
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**Scoring Key:**

1. Showed multiple clear evidence of a likely lack of competence in relation to the essential criteria
2. Showed sufficient negative evidence to be judged lacking in ability in relation to the essential criteria
3. Showed more positive than negative evidence of meeting the essential criteria
4. Showed clear evidence of meeting the required criteria and some of those in the desirable criteria
5. Showed multiple clear evidence of meeting all of the essential and desirable criteria

<b>Signature:</b>		<b>Date:</b>	
<b>Print name:</b>		<b>Position:</b>	