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**Great Ormond Street
Hospital for Children**

NHS Foundation Trust

JOB DESCRIPTION & PERSON SPECIFICATION

Job title: Advanced Clinical Practitioner, Paediatric Cardiology

GOSH profile

Great Ormond Street Hospital for Children NHS Foundation Trust (GOSH) is an international centre of excellence in child healthcare. GOSH is an acute specialist paediatric hospital with a mission to provide world-class care to children and young people with rare, complex and difficult-to-treat conditions.

Together with our research partner, the UCL Great Ormond Street Institute of Child Health, we form the UK's only academic Biomedical Research Centre specialising in paediatrics. Since its formation in 1852, the hospital has been dedicated to children's healthcare and to finding new and better ways to treat childhood illnesses.

Great Ormond Street Hospital receives nearly 300,000 patient visits (inpatient admissions or outpatient appointments) every year (figures from 2018/19). Most of the children we care for are referred from other hospitals throughout the UK and overseas. There are 60 nationally recognised clinical specialities at GOSH; the UK's widest range of specialist health services for children on one site. More than half of our patients come from outside London and GOSH is the largest paediatric centre in the UK for services including paediatric intensive care and cardiac surgery.

Through carrying out research with the UCL Great Ormond Street Institute of Child Health, University of London and international partners, GOSH has developed a number of new clinical treatments and techniques that are used around the world.

The UK's only academic Biomedical Research Centre (BRC) specialising in paediatrics is a collaboration between GOSH and UCL Great Ormond Street Institute of Child Health. We are a member of University College London (UCL) Partners, joining UCL with a number of other hospitals – an alliance for world-class research benefitting patients.

In partnership with six other NHS trusts, we are the lead provider for North Thames Genomics Medicine Centre, part of the national 100,000 Genomes Project.

Great Ormond Street Hospital at a glance

GOSH provides over 60 different specialist and sub-specialist paediatric health services. This was the widest range on any single site in the UK.

GOSH had more than 60 YPF members, who were involved in 89 activities.

GOSH employed an average of 5,357 full time equivalent staff in 2022/23.

By the end of 2022/23 GOSH had stopped purchasing Desflurane anaesthetic medical gas, contributing to lower emissions.

GOSH had 50 YPAG members, who gave feedback and had input into 45 research projects.

2022
/23

GOSH had 2,217 participants in 933 active research studies.

The GOSH Learning Academy offered over 17,000 additional learning opportunities, more than 10 times the target.

98% of inpatients and 95% of outpatients would recommend GOSH.

Volunteers contributed 10,260 hours, equating to approximately £123,000 of donated time.

GOSH had 44,994 inpatient and day cases. And 238,719 outpatient attendances.

Great Ormond Street Hospital Culture and Values

The Trust has developed the Always Values with our staff, patients and families that characterise all that we do and our behaviours with our patients and families and each other.

Our Always Values are that we are:



Diversity & Inclusion

Here at GOSH, we believe that improving lives for our patients begins with improving how we learn, work, and grow as colleagues. So, we're changing. We know that we need to develop a more inclusive culture where everyone feels seen and heard. By growing an ever more diverse workforce, we'll have a greater range of perspectives and knowledge in our GOSH community, meaning that we can provide the children and young people at our hospital with even better care. At GOSH we have opportunities for our staff to engage with colleagues through the following networks: REACH (Race, Ethnicity and Cultural Heritage) ENABLED (Enhancing Abilities & Leveraging Disabilities Network), PRIDE & Women's networks.

Job title	Advanced Clinical Practitioner – Paediatric Cardiology
Directorate	Heart & Lung
Band	8a
Supervised by	
Type of contract	Permanent
Hours per week	37.5
Location	Great Ormond Street Hospital
Budgetary responsibility	Awareness of trust financial status, & optimising service effectiveness, staff costs, effective use of resources, clinical effectiveness, new models of care, new behaviours and new roles
Manages	Student nurses, nurses, Trainee ACPs, Allied Health Professionals, families and relatives, visitors, specialist clinical teams, sustainable change projects, charities & support services, supports quality sustained improvement & change within the clinical area, new models of care, new ways of working

Directorate Information

Paediatric cardiology works across the patient and family clinical care pathway, based within the Cardiology Ward and High Dependency (Bear) with 23 beds (including 8 HDU), and the Cardiac Day Unit (Walrus) a busy dynamic procedure unit with 7 beds, both for children and young people with specialist cardiology surgical or medical care needs as part of their congenital or acquired heart disease.

Children are treated from birth until adolescence when they are transferred to the Grown Up Congenital Heart Unit (GUCH). The team provides a tertiary referral service, nationally and internationally.

Bear Ward specialises in caring for children who are pre and post cardiac surgery; pre and post cardiac catheterisation, who have congenital/acquired cardiac disease, with many specialist national heart services such as pre and post heart/heart & lung transplant, persistent pulmonary hypertension, inherited cardiovascular disease, heart failure and specialist heart support devices.

The ward has a designated High Dependency Unit (HDU), which ensures the appropriate levels of care for sick children, making the best use of trained staff and relieving unnecessary long and short-term pressures on **Flamingo Ward** (Cardiac Intensive Care Unit) facilities. There is currently new development plans across these areas with new opportunities to define the care pathway and clinical workforce.

Our staff across heart and lung services are acutely aware of the stress on parents and relatives of children who are admitted to the unit and have developed a large support network. We have a team of family liaison nurses, play specialists, accessibility to interpreters, social workers, and psychological support for those who need it.

The trust is also committed to supporting staff with a dedicated staff support hub, across the multiprofessional workforce and understand that the pressures on individual staff.

Main purpose of the job

Scope of the Paediatric Cardiology Advanced Clinical Practitioner

- **Clinical expert** – Provide direct expert clinical care to a designated case load of children & young people, in the Cardiology environment through developing skills for effective case management, handover, health assessment, specialist skills, consultation, clerking, initiation of treatment, formulation & alteration of treatment, monitoring of care programmes & pathways. Development of advanced decision-making skills. This will include non-medical prescribing & requesting, performing, interpreting & actioning of diagnostic tests. Development of specialist skills for the arena, including venous cannulation, chest tube drain management, European Advanced Paediatric Life Support, surgical wound management, anticoagulation management and outlier assessment, safe, high quality effective patient discharge and networking and coordinating with community based care
 - **Education & training** - Play developmental role in the evidenced based education of the multidisciplinary team & other health professionals using the knowledge, skills and experience of your clinical and academic learning. The individual will be supported to complete an ongoing personal development plan, e portfolio, and regular PDR with a named consultant and ACP supervisor who will support your ongoing training for the
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NHS

Great Ormond Street
Hospital for Children
NHS Foundation Trust

specialist arena as per the Royal of College of Paediatric and Child Health (RCPCH) across the 4 pillars of ACP

- **Clinical Leader** – Work as an autonomous proactive, dynamic clinical team leader within the clinical team & across professional boundaries (NES 2010), working as part of a team of Advanced Clinical Practitioners (ACP), Trainee ACPs in cardiology & across hospital services. Ability to line manage self and support other clinical staff developing advanced skills
- **Evidence base practice** - To embed in practice through knowledge of local and national quality improvement, research & audit to enhance and improve patient care and outcomes. Understand how the development of new evidence based practice through audit and research skills influences and improve patient care
- **Clinical outcomes** – Knowledge of quality assurance initiatives & key performance indicators to support clinical practice outcomes and the influence and effectiveness of ACP roles. Learning and understanding the importance of data to support practice and support future changes in practice.
- **Patient journey** - To streamline the patient journey based on the ACP philosophy (HEE 2017). Ensure patients understand their clinical pathway as well as the staff caring for these children and young people
- **Advanced communication** – promotes effective, sensitive, and professional communication both written and verbal, within the team, across teams & with children, young people & families. Demonstrate and learn about the strength of active listening.
- **Sustainable best practice** - To support clinical practice across the service by participating in the development and ensuring the consistent use of clinical protocols, guidelines, care pathways & care bundles. Understanding the strength of organisational memory.

Key working relationships

Internal: Lead Advanced Nurse Practitioner, named consultant supervisor, medical teams, surgeons, anaesthetics, nursing teams, Matrons, Ward Sisters/Charge Nurses, families and patients, Trainee Advanced Clinical Practitioner (ACP), Clinical Nurse Specialists (CNS), Operational & Service Managers, Outpatients Department, Psychosocial team, other multi-disciplinary teams, diagnostic & laboratory staff, operating theatres & cardiac catheter laboratory, Allied Health Professionals, data and audit team, risk team, Pharmacy, Outcomes Research in Children's Health, Illness and Disability (ORCHID), Clinical Site Practitioners and Intensive Care Outreach Network (ICON)

External: Families, children's community services, nursing, medical teams, , referring/receiving hospitals, charities & support services, national professional groups, tertiary children's cardiac centres, local hospitals, Health Visitors, Children's Community Nursing Teams, Paediatricians with Cardiology Expertise (PEC), GPs, General & community Paediatricians, Children's Acute Transport Service (CATs)

Main duties and responsibilities:

Paediatric Cardiology ACP will be expected to:

Demonstrate the four pillars of excellence (HEE 2017)

- Clinical practice
- Leadership
- Facilitation of learning
- Evidence base research and development into practice

Advanced Clinical Practice (HEE 2017)

Advanced clinical practice is delivered by experienced, registered Nurses & Allied Health Professionals. You will be registered with your professional regulatory body. It is a higher level of practice characterised by a high degree of autonomy and complex decision making. This is underpinned by a master's level award or equivalent that encompasses the four pillars of clinical practice, leadership and management, education, and research, with demonstration of core capabilities and area specific clinical competence.

<https://www.hee.nhs.uk/sites/default/files/documents/multiprofessionalframeworkforadvancedclinicalpracticeinengland.pdf>

Advanced Clinical Practitioners embodies the ability to manage clinical care in partnership with individuals, families, and carers. It includes the analysis and synthesis of complex problems across a range of settings, enabling innovative solutions to enhance people's experience and improve outcomes.

The role will require a combination of:

- Educational theoretical & practical expertise
- The capability to apply expert specialist in depth knowledge (RCPCH)
- Ability to make clinical decisions through critical thinking, analysis & reflection
- Development advanced communication & teamwork

Clinical Practice

Decision making / clinical judgement and problem solving

- Learning & demonstrate clinical skills drawing on knowledge, critical thinking, reflection in decision making, towards a differential diagnosis
- Makes decisions with confidence, competence & using clinical experience
- Listens actively to the views of others
- Refers on to other specialities and areas outside of their area of expertise

Assessment, diagnosis, and referral

- Expert skills to perform comprehensive clinical assessment, requiring in-depth knowledge of anatomy & physiology, including psychosocial, social & cultural aspects
 - Initial Diagnostic Assessment – patient history, physical exam, evaluation of the patient's chief complaints, symptoms, forming a differential diagnosis
 - Requests, performs, interprets, & actions diagnostic tests
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- Makes appropriate referral to the clinical lead or appropriate speciality
- Organises & delivers, complex care planning/discharge programmes, drawing on the multi-professional team & specialist knowledge
- Health promotion – assesses for risk factors & early signs of illness. Advise, assess, treat & refer

Development of advanced psychomotor skills

- Advanced level of resuscitation (EPLS)
- Specialist skills for the clinical area
- Venous cannulation, taking blood samples, finger prick tests, capillary bloods
- Competency based skill develop for the clinical area with reflection and documentation in a E portfolio (RCPCH Kaisen)
- Registered non-medical prescriber both with the trust & as a professional registration
- Non medical radiology requesting as per trust and national guidance
- Clinical case management
- Time management
- Team leader, clinical decision maker

Advanced communication

- Expert at breaking difficult news, ability to support the team & support briefing & debriefings
- Maintains comprehensive, contemporaneous, accurate records & documentation (uses information technology)
- Promotes excellent team working & collaboration skills.
- Promotes effective, sensitive & professional communication & active listening
- Manages highly emotive situations of shock, anger & grief with advanced communication negotiation & debriefing skills for both children and families in our care and the clinical staff
- Undertakes informed consent from patients/ families for procedures, both verbal and written as per local & national standards

Safeguarding

- Identifies children/ young people/ adults who are at risk of harm or neglect
- Clear & concise documentation and referral procedure
- Knowledge of how & when to escalate concerns referring as per the trust policy, following up the referral
- Shares safeguarding information securely with accurate and robust documentation
- Keep safeguarding mandatory training updated, child & adult

Leadership

- Identifies the need for change in own and clinical arena, explores the impact and importance of quality improvement, including service development by working with experience staff and specialist teams
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- Leads by role modelling, is an educational & academic resource, provides mentorship & supervision
- Contributing to departmental issues, maintaining standards, risk management, clinical audit & research, setting standards, leading pathways of care, benchmarking and developing a wider evidence base for safe practice
- Leads change and understand the effect of this, at an individual, team, organisational
- Ability to support the physical, mental, psychosocial health of the people and team around them, & the use of appropriate resources and referral
- Ability to lead & inspire a team vision & positive work ethic

Negotiation & influencing skills/networking

- Provides resources & expertise for all staff demonstrating the developing advanced knowledge of practice, clinical skills, high level problem solving & critical thinking required by this role
- Involvement in committees and groups (National Cardiology Network Group & Royal College of Nursing, local meetings), works with senior team members to review, develop policy, guidelines, clinical practice, pathways and Advanced Clinical Practice agenda
- Participates in the development & accurate documentation of advanced practice roles & skills
- Embraces a positive culture of questioning practice, self-reflection to improve safety, quality of care & effective care delivery

Facilitation of learning - self & others

- Seeks peer review of own practice with specific emphasis on the core skills (e-portfolio or NHS leadership 360 review)
- Develops self & role through clinical supervision, reflection, self-awareness, continuing professional education & development
- Ensures & develops effective stress management & confidence in practice
- Undertakes annual Personal Development Review with both professional and clinical supervisor/ as well yearly 360 appraisals
- Maintains an up-to-date professional e-portfolio (RCPCH Kaisen document)
- Ability to develop your own resilience, a dynamic, evolving process of positive attitudes and effective strategies and effects on self of moral distress

Clinical

- To be an expert autonomous ACP and role model in the field of cardiology, ensuring the delivery of safe, high quality and effective patient care
 - To demonstrate and consistently provide high levels of advanced communication & decision making
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NHS

**Great Ormond Street
Hospital for Children**

NHS Foundation Trust

- To ensure a high level of clinical skills relevant to cardiology care area, on a competence continuum, completing and keeping active a unit competency document and regular review with named consultant & Advanced Clinical Practitioner supervision
 - To ensure advanced clinical practice reflects professional guidance and is delivered in line with Scope of Practice & Trust policies & guidelines
 - To provide direct clinical care to a patient case load, through health assessments & initiation of treatment for children attending for procedures/treatments within the ACPs authorised scope of practice
 - To be responsible for the clinical management of a case load of children & young people, utilising clinical knowledge & advanced skills to assess, diagnose, plan, implement and initiate changes where required. This will include monitoring & evaluating the response to treatment through analysis & interpretation of clinical tests/investigations
 - To respond to clinical emergencies and the deteriorating child utilising clinical judgement and decision making to initiate appropriate interventions and treatments
 - To counsel and support the child, young person, and family through the treatment process, utilise advanced decision-making skills and demonstrate understanding of when to refer on
 - To initiate and alter medications as appropriate, practicing as an independent prescriber for patients within area of competence. To be competent in the administration of medication, including non-medical prescribing as per Trust policies
 - To monitor and lead on the risks of medications within practice and develop practice and guidance to reduce medication risk and complications, using the Competency Framework for all Prescriber 2016 and working in collaboration with the area pharmacist
 - To promote and lead family centred care, maintaining a safe, friendly & welcoming ward or department environment for children, families, visitors & staff
 - Act as an advocate for the child/young person and family
 - Utilising excellent communication skills support effective communication between the multiprofessional team & the patient / family, to deliver a patient focused service & facilitate effective co-ordination of care within complex care packages
 - To actively lead the decision-making processes regarding care and treatment for the patient, with the senior registrar / consultant with overall responsibility for the patient
 - To make and receive referrals to & from the wider multiprofessional team
 - To lead the development of clinical protocols & care pathways enabling the ACP to assess & treat children within agreed protocols and pathways and ensure they are updated as per GOSH Trust Policy.
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- To be responsible for reviewing and updating nursing practices & guidelines within the area of practice, ensuring these reflect current knowledge, using research and peer reviewed best evidenced based practice
- To provide up-to-date information & communication records for families, staff and shared care centres in conjunction with the multidisciplinary team
- To utilise the role of the ACP to improve and maintain continuity of care for patients and their families
- To monitor and evaluate clinical outcomes involving the patient and carers where possible
- To develop appropriate advanced clinical and technological skills in response to the changing needs of healthcare
- To develop and promote the use of ACP led performance indicators and outcome measures to improve the safety, quality of care and measure effectiveness of care & service delivery
- Use the ACP philosophy to develop critical thinking & self-reflection, develop high level decision making and problem-solving skills learning from experience as a team
- To work within the governance framework/structure both locally and nationally for ACPs
- To continually review practice for new ways of working, enhancing care provision and the use of new evidence-based practice

Leadership / Management

- To be a proactive clinical leader, demonstrating effective excellent leadership skills.
 - To continuously promote best practice, utilising local and regional benchmarking groups for the generation and promotion of standards & clinical guidelines.
 - To lead and develop visionary and strategic developments in their specialist area of practice.
 - To line manage a team of ACPs, trainees ACPS and those developing advanced skills on placements.
 - To work with other ACPs across the directorate to develop innovations in the training and development of new practitioners, leading the national agenda on ACP.
 - To lead transformation / quality improvement work streams.
 - To act as a resource, providing clinical leadership and professional advice to the multidisciplinary team, internal & external to the organisation.
 - To lead a team of ACPs and contribute to other multiprofessional training around advanced skill development both professionally, educationally and as a line manager.
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- To liaise effectively with other clinical staff to ensure the most efficient & effective use of resources.
- To lead risk management, working closely with divisional team members & the risk management team.
- To manage clinical incidents and complaints & support the implementation of subsequent learning.
- To work with other ACPs and CNSs to build on expertise & further develop the services.
- Work with other ACPs & trainee ACPs to cover & represent them as appropriate in their absence.
- To organise and lead relevant professional and multi-disciplinary meetings, feeding back relevant information to the wider team.
- Lead by role modelling sustainable change practices at an individual, team, organisational & national level.
- Lead service evaluation & any learning change outcomes.
- To deliver advanced communication skills in challenging circumstances such as clinical emergencies, presenting distressing information to families and working across professional boundaries.
- To deliver and support others in accurate and timely briefings & debriefings.

Education & Training

- To foster enquiry from yourself and others, to contribute to new ideas & innovations & to develop enhanced roles, models of care, within the scope of professional practice.
 - To ensure your own specialist area skills for Intensive Care are kept actively up to date and documented as per the standard and competency documents within an accurate and up to date e portfolio.
 - To be confident in multiprofessional teaching both internal & external to the trust.
 - To attend relevant multiprofessional teaching within the clinical area & as part of professional development.
 - To be part of the cardiology orientation and training for new staff regarding clinical skills & advanced practice.
 - To develop new ways of working with the clinical workforce to ensure safe, high quality and effective care and that change is supported by robust education packages working with the practice educator team.
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- Supervise & mentor those developing advanced skills within cardiology / directorate / trust, to achieve the levels of competence required.
- Act as a resource for other staff and learners, fostering an environment conducive to learning for all staff.
- Support the delivery of educational programmes within the Directorate, Trust and in collaboration with the Higher Education Institution.
- Assist in the creation of a clinical area which encourages practice development & show cases advanced practice.
- To participate in and/or provide clinical supervision, mentorship, buddy system for self & others.
- Deliver education at a formal level with presentations & participation at internal & external training initiatives.
- To take every opportunity to promote the health of children & young people & initiate health education / promotion strategies.
- To be an active member in national groups such APPE and HEE Advanced Clinical Practice agenda.

Quality Improvement, Audit & Research

- To lead the delivery of evidenced based / research-based practice, assisting in disseminating research findings locally, nationally, and internationally, and lead / support sustained changes in practice.
 - To lead and support other staff undertaking research & audit, ensuring completion of work and dissemination of the findings.
 - To lead and support the development, planning, implementation, and evaluation of practice developments & advancement initiatives.
 - To continue to update and reassess policies, clinical guidelines, pathways & bundles of care in line with evidence-based practice.
 - Use key performance indicators & outcome measures to provide robust service data & support service objectives with data.
 - Use quality improvement techniques to continuously evaluate and improve services & care provision.
 - Work actively with the trust audit team, Outcomes and Improvement Team, ORCHID, and the local intensive care research team.
 - Actively work to publish and present dissertation, audit & research work using the trust support teams & expertise.
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Professional

- To be proactive in developing own professional practice, demonstrating evidence of autonomy, clinical judgment, critical thinking, high level decision making, problem solving, value-based care & improving practice (HEE 2017).
- To participate in annual appraisal, updating personal development plan and being proactive in ensuring own professional development / personal professional portfolio with consultant & lead ACP.
- To act in accordance with the Code of Conduct Performance and Ethics, the GOSH values framework, GOSH policies & guidelines, governance, and standard of practice always.
- To meet the requirements of professional revalidation & be responsible for maintaining your registered with the appropriate UK statutory regulatory body for your profession as per the HEE ACP framework (2017).
- To be able to promote Advanced Clinical Practice within the NHS as a clinical career and to enhance patient & public understanding of the role.

This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.

Other information

Great Ormond Street Hospital for Children NHS Foundation Trust is a dynamic organisation, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment.

The GOSH Learning Academy (GLA)

Staff education and training influences every stage of the patient journey. Be it the communication skills of the medical secretary planning a patients' stay, the multi-professional team caring for them on the ward, the leadership skills of our corporate and operational teams, or the administrator planning their transport home – each member of staff needs the up-to-date knowledge, skills, and capabilities to provide our patients with exceptional care. We have a number of opportunities for staff available through the [GOSH Learning Academy](#)

PERSON SPECIFICATION

This table lists the essential and desirable requirements needed in order to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements. Evidence for suitability in the role will be measured via a mixture of application form, testing and interview.

GOSH Culture and Values	Essential	Desirable	Assessment method
Our Always values <ul style="list-style-type: none"> Always welcoming Always helpful Always expert Always one team 	E		I/A
Knowledge and understanding of diverse backgrounds and perspectives.	E		I/A
Understanding of Diversity and Inclusion challenges in the workplace.	E		I/A
Demonstrable contribution to advancing Equality, Diversity, and Inclusion in the Workplace	E		I/A
Academic/Professional qualification/Training			
Registered actively registered with the appropriate UK statutory regulatory body for your profession	E		I/A
Minimum of master's in Advanced Clinical Practice with a recognised Higher Education Institution or evidence of demonstrable competence across all ACP domains (HEE 2017)	E		I/A
Demonstrable evidence in a portfolio of embedding ACP into clinical practice	E		I/A
Ability and desire to take on skills training relevant to the role and clinical area	E		I/A
Assessing & mentoring qualification		D	I/A
Evidence of previous non medical radiology training or willing to do so		D	I/A
Teaching qualification or equivalent		D	I/A
Skills training relevant to the role ability & to complete a competency & capability-based skill document for paediatric cardiology, RCPCH	E		I/A
Completed a clinical leadership programme		D	I/A

**NHS**Great Ormond Street
Hospital for Children
NHS Foundation Trust

Evidence of on-going, dynamic continuous professional development, with demonstrable clinical competencies, relevant to the area and role in Cardiology		D	I/A
EPLS/ APLS training		D	I/A
Registered qualification as a non-medical prescriber (independent prescriber) & actively practicing	E		I/A
Advanced communication training, active listening skill training		D	I/A
Experience/Knowledge			
Thorough knowledge relevant to the specialty/ department / field of practice- Cardiology, congenital & acquired heart disease	E		I/A
Thorough knowledge of professional & current issues in healthcare, ACP national and local agenda	E		I/A
Detailed understanding of change management, audit & research methodologies		D	I/A
Knowledge of clinical governance & improvement agenda		D	I/A
Knowledge of the importance of evidence-based practice & how quality improvement, audit & research improves care outcomes	E		I/A
Safeguarding Children & adult procedures & responsibilities	E		I/A
Is able to articulate a personal philosophy for Advanced Clinical Practice, and describe a personal 5-year plan	E		I/A
Relevant experience at a senior level in a children's healthcare environment		D	I/A
Experience of taking charge of a department or leading/managing a team	E		I/A
Knowledge of undertaking audit & utilizing research findings, including presentation and publication		D	I/A
Evidence of working with children / young people and families to improve patient experience		D	I/A
Knowledge of developing practice standards, clinical audit, benchmarking & clinical / quality improvement	E		I/A
Abstract submission & presenting at conferences. Willingness to publish, building a personal portfolio		D	I/A
Part of professional development groups		D	I/A
Experience & evidence of sustaining change / quality improvement		D	I/A
Using outcome measures & key performance indicators to demonstrate the quality & efficiency of clinical care		D	I/A
Willingness to take on new skill development, learning & education as the role develops	E		I/A
Experience of clinical & formal teaching	E		I/A



NHS

**Great Ormond Street
Hospital for Children**
NHS Foundation Trust

Demonstrates an ability to be a strong leader for a multiprofessional team	E		I/A
To be active in the training and development of trainee ACP, ACPs as well as medical and allied health professionals and those with interest in advanced skill development	E		I/A
Skills/Abilities			
Demonstrates an ability to provide expert clinical care	E		I/A
Excellent leadership & organisational skills	E		I/A
Consistently demonstrable interpersonal, leadership negotiation & influencing skills	E		I/A
Excellent communication & listening skills, both clinical staff, patients and families e.g. relaying distressing information, clinical handover	E		I/A
Excellent written & presentation skills	E		I/A
Able to contribute to the development & implementation of the trust strategic Vision for Advanced Clinical Practice	E		I/A
Evidence of effective team leadership, able to motivate & develop a team & maintain constructive, professional working relationships	E		I/A
Evidence of personal insight & sound judgment	E		I/A
Able to demonstrate critical thinking, high level decision making & problem solving in clinical practice	E		I/A
Self-discipline & good time management to support periods of lone working & ensure robust safe practice	E		I/A
Appraisal & assessment skills. Ability to undertake a supervision role		D	I/A
Ability to delegate & prioritise	E		I/A
Excellent teaching and training skills	E		I/A
Able to work across professional team & organizational boundaries	E		I/A
To provide leadership to an advanced clinical team in challenging circumstances and across professional groups		D	I/A
Computer literate (word processing. PowerPoint presentation, electronic patient records)	E		I/A
Other requirements			
Able to work collaboratively & as part of a multi-professional team	E		I/A
Keeps a personal e-portfolio of professional practice	E		I/A
Ability to have good hand & eye coordination for skill development	E		I/A
Good attendance record	E		



NHS

**Great Ormond Street
Hospital for Children**
NHS Foundation Trust

Able to support personal resilience, emotional intelligence & realistic optimism and know where & when to seek additional guidance/ support	E		I/A
A flexible approach to work	E		I/A
Daily exposure to a wide range of physical, emotional & spiritual stressor, individual will need to have developed a robust professional support strategy & will be supported by the trust	E		I/A
Evidence of fulfilling professional revalidation	E		I/A
The individual will have exposure to high levels of physical, mental & emotional effort	E		I/A
Ability to deal with conflict situations within a team, as well as events involving the team		D	I/A
<u>Accountability</u> – Takes responsibility for own actions & promotes good team working	E		I/A
<u>Openness</u> – Shares information & good practice appropriately	E		I/A
<u>Mutual respect</u> – Treats others with courtesy & respect at all times	E		I/A

Criteria Key:

Essential: **E**

Desirable: **D**

Review Method:

Application form: **A**

Interview: **I**

Test: **T**