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| **Employee Specification – Senior Nurse Practitioner**  |  |

St Gemma’s Hospice is an equal opportunities employer and endeavours to recruit the best person for each vacancy regardless of gender, race, religion or belief, age, sexual orientation, disability or any other factor irrelevant to the ability to do the job. Employees are required to follow the Personnel policies and procedures supporting recruitment and selection.

| **Attributes** | **Essential** | **Desirable** | **How identified****Interview = I****Application form = A** |
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| **Experience** |  |  |  |
| Nursing experience in a senior position (Band 6 or above) in a palliative and end of life care environment |  |  | A |
| Evidence of expert/specialist practitioner skills in palliative care |  |  | A, I |
| Research experience/evidence of publishing |  |  | A |
| Demonstrates career progression and personal development |  |  | A |
| Management/Leadership experience |  |  | A |
| Project management |  |  | A, I |
| Audit/clinical effectiveness experience |  |  | A, I |
| **Knowledge** |  |  |  |
| Expert knowledge of clinical practice in palliative care |  |  | A, I |
| Good knowledge of quality assurance, audit and research |  |  | A, I |
| Knowledge of up to date educational frameworks |  |  | I |
| Knowledge of national developments in palliative care |  |  | I |
| **Qualifications/Training** |  |  |  |
| First level Registered Nurse  | ✓ |  | A |
| Degree in Nursing or related subject  | ✓ |  | A |
| A Masters Degree in Nursing or related subject (or prepared to undertake)  | ✓ |  | A, I |
| Diploma in Palliative Care or equivalent |  |  | A |
| Extended and Supplementary Nurse Prescriber  | ✓ |  | A, I |
| Teaching qualification  | ✓ |  | A |
| Advanced Clinical Practice course/Clinical assessment skills (or willing to undertake in an agreed timeframe) |  |  |  |
| **Skills/Abilities** |  |  |  |
| Excellent clinical skills | ✓ |  | I |
| Excellent clinical leadership skills | ✓ |  | I |
| Effective communicator – verbal and written and able to communicate at all levels | ✓ |  | I |
| Evidence of teaching skills in a variety of settings and in practice | ✓ |  | I |
| Possession of the following skills:- Venepuncture & Cannulation/male catheterisation/ verification of death |  | ✓ | A, I |
| Ability to form professional relationships with practitioners and clinical managers and all other grades of staff | ✓ |  | I |
| Well developed interpersonal skills | ✓ |  | I |
| Ability to work within teams  | ✓ |  | I |
| Information systems and IT skills | ✓ |  | A, I |
| **Personal Attributes** |  |  |  |
| Credible clinical leader | ✓ |  | I |
| Innovative thinker | ✓ |  | I |
| Analyse, problem solve and prioritise | ✓ |  | I |
| Flexible attitude and approach  | ✓ |  | I |
| Tact and Diplomacy  | ✓ |  | I |
| Enthusiastic | ✓ |  | I |
| Team player | ✓ |  | I |