**PERSON SPECIFICATION**

**POST Associate Community Matron**

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| REQUIREMENTS | | E/D | | HOW TESTED?  Application Form =A Interview =I | INTERVIEW COMMENTS | | | SCORE  (1 Low – 10 High) | |
| QUALIFICATIONS/SPECIAL TRAINING:  Registered nurse – Diploma / Degree.  Post graduate/post Clinical Diploma in Advanced Clinical Practice or similar qualification or equivalent experience.  Independent / supplementary prescriber or committed to undertaking this course  Highly Numerate and Literate  Teaching qualification  Mentorship qualification / skills and/or experience, or committed to undertaking appropriate mentorship course. | | E  E  E  E  D  E | | A  A/I  A/I  A/I  A/I  A/l |  | | |  | |
| KNOWLEDGE/SKILLS:  Leadership skills and excellent decision making capabilities  Clinical knowledge related to long term condition management.  Committed to undertaking advanced clinical skills training.  Able to provide detailed advice to other specialists and non-specialists.  Evidence of continual professional  Development | | E  E  E  E  E | | A/I  A/I  A/I |  | | |  | |
| EXPERIENCE:  Evidence of working at a senior level in community nursing, long term condition management or primary care experience  Experience of working within multidisciplinary teams to influence high quality care programmes for patients with Long Term Conditions Previous experience of managing change and project management. | | E  E  D | | A  A/I  A/I |  | | |  | |
| PERSONAL REQUIREMENTS:  Ability to organise own work within a team setting  Self-motivated and able to use own initiative  Ability to work logically and complete tasks  Willingness to be challenged  Self reliant, ability to deal with stressful situations and work under pressure  Sensitive and empathetic.  Prepared to work flexibly  Excellent communication and interpersonal skills, both written and oral  Sound clinical leadership skills  Strong and effective decision making capabilities  Ability to identify own strengths and limitations | | E  E  E  E  E  E  E  E  E  E  E | | A/I  A/I  A/I  I  I  I  A/I  A/I  A/I  I  I |  | | |  | |
| OTHER REQUIREMENTS:  The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Northern Devon Healthcare Trust  To be willing to work throughout the Northern Devon Healthcare Trust according to service need  Ability to travel | | E  E  E | | I  I  I |  | | |  | |
| **HAZARDS :** | | | | | | | | | |
| Laboratory Specimens  Proteinacious Dusts |  | | Clinical contact with patients | | | X | Performing Exposure  Prone Invasive Procedures | |  |
| Blood/Body Fluids | X | | Dusty Environment | | |  | VDU Use | | X |
| Radiation |  | | Challenging Behaviour | | | X | Manual Handling | | X |
| Solvents |  | | Driving | | | X | Noise | |  |
| Respiratory Sensitisers |  | | Food Handling | | |  | Working in Isolation | | X |