**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 courseHighly Numerate and LiterateTeaching qualificationMentorship qualification / skills and/or experience, or committed to undertaking appropriate mentorship course. | EEEEDE | AA/IA/IA/IA/IA/l |  |  |
| KNOWLEDGE/SKILLS:Leadership skills and excellent decision making capabilitiesClinical 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 professionalDevelopment | EEEEE | A/IA/IA/I |  |  |
| EXPERIENCE:Evidence of working at a senior level in community nursing, long term condition management or primary care experienceExperience of working within multidisciplinary teams to influence high quality care programmes for patients with Long Term ConditionsPrevious experience of managing change and project management. | EED | AA/IA/I |  |  |
| PERSONAL REQUIREMENTS:Ability to organise own work within a team settingSelf-motivated and able to use own initiative Ability to work logically and complete tasksWillingness to be challengedSelf reliant, ability to deal with stressful situations and work under pressure Sensitive and empathetic. Prepared to work flexiblyExcellent communication and interpersonal skills, both written and oralSound clinical leadership skills Strong and effective decision making capabilitiesAbility to identify own strengths and limitations | EEEEEEEEEEE | A/IA/IA/IIIIA/IA/IA/III |  |  |
| OTHER REQUIREMENTS:The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Northern Devon Healthcare TrustTo be willing to work throughout the Northern Devon Healthcare Trust according to service needAbility to travel | EEE | III |  |  |
| **HAZARDS :** |
| Laboratory SpecimensProteinacious Dusts |  | Clinical contact with patients | X | Performing ExposureProne 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 |