**Clinical Nurse Specialist**

**Person Specification**

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|  | Essential | Desirable |
| Qualifications/ Training | RGN RegistrationAppropriate DegreeAdvanced communication skills training (or willing to work towards) | Masters or willing to work towardsQualification in Palliative CareCommunity Nursing qualificationNurse prescribing qualificationTeaching qualification |
| Experience/ Knowledge | Post registration experience in a variety of settingsSignificant specialist palliative care experienceExperience and knowledge of symptom managementExperience of managing a caseloadTeaching experienceExperience of communicating complex, sensitive issues with patients, carers and professionalsExperience of multi-disciplinary and agency workingAwareness of key policy driversExperience of participating in service development | Previous CNS experienceExperience within a Hospice settingExperience of telephone assessment of patients’ needsKnowledge of advanced care planningExperience of working as a Community nurseExperience of service development |
| Skills/ Abilities | Able to demonstrate clear and advanced written, verbal and non-verbal communication skillsUnderstanding of and ability to implement aspects of the clinical governance agendaAbility to lead and facilitate change; motivate and influence others to improve patient experienceAbility to establish and maintain credibility with a diverse range of professionals and lay peopleDemonstrate ability to identify personal development needs, fulfil them and apply learning to practiceExcellent planning and organisation skillsAbility to assess risk regarding self and others and take appropriate actionAbility to apply effective leadership skills responsive to a variety of circumstancesAble to work independently and deliver objectives within given timeframeComputer literacy, including maintenance of electronic patient recordsFull driving licenceAbility to work as a team member | Relevant experience of research and audit in the workplace |
| Personal Qualities | Ability to form professional relationships within a multi-disciplinary teamExcellent interpersonal skillsMotivated and enthusiasticFlexible attitude and approach with the ability to participate in out of hours on call rotaAbility to manage own workloadAble to analyse, problem solve and prioritisePositive professional approach and imageAbility to manage the emotional impact of working within Palliative CareSupportive of the ethos and strategic objectives of St. Richard’s HospiceAbility to undertake the full scope of duties as outlined in the Job Description |  |