**Clinical Nurse Specialist**

**Person Specification**

|  |  |  |
| --- | --- | --- |
|  | Essential | Desirable |
| Qualifications/ Training | RGN Registration  Appropriate Degree  Advanced communication skills training (or willing to work towards) | Masters or willing to work towards  Qualification in Palliative Care  Community Nursing qualification  Nurse prescribing qualification  Teaching qualification |
| Experience/ Knowledge | Post registration experience in a variety of settings  Significant specialist palliative care experience  Experience and knowledge of symptom management  Experience of managing a caseload  Teaching experience  Experience of communicating complex, sensitive issues with patients, carers and professionals  Experience of multi-disciplinary and agency working  Awareness of key policy drivers  Experience of participating in service development | Previous CNS experience  Experience within a Hospice setting  Experience of telephone assessment of patients’ needs  Knowledge of advanced care planning  Experience of working as a Community nurse  Experience of service development |
| Skills/ Abilities | Able to demonstrate clear and advanced written, verbal and non-verbal communication skills  Understanding of and ability to implement aspects of the clinical governance agenda  Ability to lead and facilitate change; motivate and influence others to improve patient experience  Ability to establish and maintain credibility with a diverse range of professionals and lay people  Demonstrate ability to identify personal development needs, fulfil them and apply learning to practice  Excellent planning and organisation skills  Ability to assess risk regarding self and others and take appropriate action  Ability to apply effective leadership skills responsive to a variety of circumstances  Able to work independently and deliver objectives within given timeframe  Computer literacy, including maintenance of electronic patient records  Full driving licence  Ability 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 team  Excellent interpersonal skills  Motivated and enthusiastic  Flexible attitude and approach with the ability to participate in out of hours on call rota  Ability to manage own workload  Able to analyse, problem solve and prioritise  Positive professional approach and image  Ability to manage the emotional impact of working within Palliative Care  Supportive of the ethos and strategic objectives of St. Richard’s Hospice  Ability to undertake the full scope of duties as outlined in the Job Description |  |