

**PERSON SPECIFICATION – Specialist Practitioner Band 6**

1.	<b>KNOWLEDGE, SKILLS AND TRAINING</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
1.1	Registered practitioner to degree/diploma level supplemented by post registration diploma level specialist training and/or short courses or demonstrable extensive experience in the relevant specialty	Yes	
1.2	Membership of the relevant Professional Body	Yes	
1.3	Learning and Assessing in Practice Qualification or equivalent practice assessors training	Yes	
1.4	Evidence of recent professional development in an up to date portfolio	Yes	
1.5	Non-Medical Prescriber (if professionally appropriate)		Yes
1.6	Knowledge and understanding of Trust Strategy relevant to role		Yes
2.	<b>JOB SPECIFIC EXPERIENCE</b>		
2.1	Experience at Practitioner Band 5 level	Yes	
2.2	Experience of specialist working		Yes
2.3	Recent previous experience within a comparable role		Yes
2.4	Experience of managing change		Yes
2.5	Demonstrable knowledge of assessment and therapeutic interventions in area of specialism	Yes	
2.6	Experience of developing specialist programmes of care for an individual or groups of patients/clients and of providing highly specialist advice	Yes	
2.7	Able to demonstrate specialist clinical reasoning skills to assimilate information in order to make a clinical judgement regarding diagnosis and intervention.	Yes	
2.8	Ability to prioritise and organise workload effectively	Yes	
3.	<b>MANAGERIAL/SUPERVISORY EXPERIENCE</b>		
3.1	Experience of providing clinical supervision and mentoring to junior staff	Yes	
3.2	Experience of devising and delivering training	Yes	
4.	<b>FINANCE/RESOURCES</b>		
4.1	Able to effectively manage available resources in the pursuit of quality service provision ensuring a safe environment	Yes	
5.	<b>INFORMATION TECHNOLOGY/RESOURCES</b>		
5.1	Able to analyse data and produce reports using Microsoft Excel and Word	Yes	
5.2	Experience of using electronic patient / service user record systems	Yes	
6.	<b>PERSONAL QUALITIES/ATTRIBUTES</b>		
6.1	Evidence of demonstrating the Trust's values and behaviours.	Yes	

6.2	Able to communicate effectively at different levels of the organisation and with staff, patient/service users, visitors or external organisations both verbally and in writing in the exchange of highly complex, sensitive or contentious information which may require the use of negotiating and/or persuasive skills.	Yes	
6.3	Able to overcome barriers to understanding where there are physical or mental disabilities.	Yes	
6.4	Able to analyse and assess situations and to interpret potentially conflicting situations and determine appropriate action, where there is a range of options and judgement is required.	Yes	
6.5	Experience of planning and organising complex activities, e.g. organise own time and that of junior staff and learners, planning off duty rotas and undertaking discharge planning involving co-ordination with other agencies.	Yes	
6.6	Ability to use own initiative within sphere of authority	Yes	
6.7	Demonstrable ability of using tact and diplomacy	Yes	
6.8	Demonstrable ability to analyse situations and provide a resolution	Yes	
6.9	Knowledge and understanding of legislation relevant to practice	Yes	
6.10	Ability to evaluate care leading to improvement in quality standards an service improvement	Yes	
6.11	Demonstrable leadership qualities and the ability to perform as a role model	Yes	
6.12	Willingness to advance own clinical knowledge, skill and competence based on current evidence	Yes	
7.	<b>BUSINESS TRAVEL</b>		
7.1	Subject to the provisions of the Equality Act, able to travel using own vehicle on Trust business.	Level 1/2	
8.	<b>ADDITIONAL REQUIREMENTS</b>		
8.1	Demonstrable skills in written and spoken English to a standard which enables the post holder to carry out the full range of duties and responsibilities of the role effectively.	Yes	

**\*Essential / desirable car user definitions**

Level 1 – (Essential) post holder is required to:

- travel an average of more than 3,500 miles a year;
- or travel an average of at least 1,250 miles a year; and necessarily use their car an average of 3 days a week; or spend an average of at least 50% of their time on such travel; including duties performed during the visits;
- or travel an average of at least 1,000 miles a year and spend an average of 4 days a week on such travel, including the duties performed during the visits.

Level 2 – (Essential) users who use their own vehicles for official journeys other than in the circumstances described under Level 1 above.

Level 3 (Desirable) non-essential car users who may exceptionally be required to travel on Trust business where such journeys could also be reasonably be made by public transport.