**Advanced Clinical Practitioner Person Specification**

*This person specification can be used by service managers and human resource departments to ensure that recruitment documents for advanced clinical practice roles have the requisite skills and competencies described.*

*The optional texts can be selected as needed or edited and should be transferrable to any provider and clinical setting.*

*These role descriptions have been matched to the four pillars of advanced practice as described in the HEE Multi-professional framework for ACP (2017). Please see link to framework attached below:*

[*multi-professionalframeworkforadvancedclinicalpracticeinengland.pdf (hee.nhs.uk)*](https://www.hee.nhs.uk/sites/default/files/documents/multi-professionalframeworkforadvancedclinicalpracticeinengland.pdf)

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| **Education/Qualification** | **Essential** | **Desirable** | **Mapped to 4 Pillars of Advanced Practice**  |
| Professional Registration with either NMC, GPhC or HCPC. | X | N/A | N/A |
| Evidence of MSc level education. Such as:* MSc Advanced Practice.
* Equivalent / other MSc mapped to the four pillars of advanced practice.
* Demonstrated competence at an advanced practice level through Royal College or HEE Credentialing.
 | X |  | Clinical Practice; Research; Leadership and Management; Education |
| Evidence of Continuing Professional Development  | X |  | Clinical Practice; Research; Leadership and Management; Education |
| Non-Medical Prescribing if appropriate to registered profession / role. | X |  | Clinical Practice |
| Relevant role specific qualifications (i.e. Advanced Resuscitation -ALS/EPLS/ATLS or surgical skills qualification)  | X |  | Clinical Practice |
| Completed ACP training within relevant clinical field.  | X |  | Clinical Practice |
| Leadership/management course or validated portfolio evidence (if not part of MSc level qualification)  |  X |  | Leadership and Management |

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| **Experience** | **Essential** | **Desirable** | **Mapped to 4 Pillars of Advanced Practice** |
| Significant experience of working as a registered practitioner in a provider organisation (e.g. acute sector, community provider, third sector, social care or primary care) and within a relevant specialty (suggested 4-5 years minimum) | X |  | Clinical Practice |
| Demonstrate an up to date and detailed knowledge of relevant guidelines and clinical practice in the speciality. | X |  | Clinical Practice |
| Evidence of recent teaching, mentorship and supervision of staff | X |  | Education |
| Evidence of recent audit and/or research experience | X |  | Research |
| Evidence of involvement in change management and/or clinical service improvement.  |  | X | Leadership and Management |

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| **Skills and Ability** | **Essential** | **Desirable** | **Mapped to 4 Pillars of Advanced Practice** |
| Evidence of theoretical and practical skills allowing autonomous patient management (i.e. patient assessment, diagnosis and management) related to clinical scope of practice | X |  | Clinical Practice |
| Understand, encourage and support clinical supervision and mentorship both within and across professional roles. | X |  | Clinical Practice; Leadership and Management |
| Effective leadership skills relevant to role (i.e. demonstrated ability to provide clinical professional leadership)  | X |  | Leadership and Management  |
| Effective written and verbal communication skills  | X |  | Leadership and Management  |
| Educational skills such as identification of learning needs, delivery and evaluation, providing work based learning. | X |  | Education |
| Experience of multi-professional working | X |  | Leadership and Management |
| Ability to interpret and evaluate national and international guidelines and apply to local protocols and practice as appropriate  |  X |  | Clinical Practice; Research; Leadership and Management; Education |
| Ability to communicate effectively with all stakeholders including to service users, clinicians, and senior leadership teams. This will require proven ability and leadership skills demonstrating motivational, visionary, diplomacy and negotiation skills.  |   | X | Leadership and Management  |
| Works under own initiative with strong organisational skills and ability to achieve to deadlines | X |  | Leadership and Management  |
| Able to use high-level problem-solving and analytical skills and manage complexity.  | X |  | Leadership and Management  |
| Effective time-management and prioritisation skills | X |  | Leadership and Management  |
| Appropriate level of I.T literacy (i.e., for radiology, pathology, microbiology ordering as per Trust protocols, utilising patient systems) | X |  | Clinical Practice  |