**NURSE MANAGER - PERSON SPECIFICATION**

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| **Criteria** | **Essential** | **Desirable** | **Assessment Method** |
| **Qualifications** | Registered nurse  Post graduate diploma to manage patients with Long-Term conditions including:   * COPD * Diabetes * Asthma * Coronary heart disease   Cytology screening  Travel health  Non-medical nurse prescriber  Teaching and Assessing qualification | Leadership qualification  Clinical supervision training and experience  Contraception & Sexual Health qualification | Application form and Interview |
| **Knowledge & Skills** | Previous experience in a practice nurse management role  Management and Leadership skills  Clinical leadership skills  Negotiation and conflict management skills  Clinical skills including cervical cytology, immunisation and vaccination, COPD, diabetes and asthma  Communication skills, both written and verbal  IT skills  Treatment room duties  Knowledge of health promotion strategies  Awareness of local and national health policy  Knowledge of clinical governance issues in primary care  Knowledge of patient group directions and associated policy | Knowledge of public health issues  Ability to identify determinates on health in the local area  Wider health economy awareness  Teaching and mentorship experience in a clinical setting | Application form and Interview |
| **Experience** | Minimum 5 years post registration experience  At least 2 years recent primary nursing experience  Experience in nurse-led management of long-term conditions  Team leader experience  Experience in implementing protocols and clinical guidelines  Experience in quality initiatives such as clinical benchmarking  Audit skills | Research Programmes | Application form and Interview |
| **Personal qualities** | Positive attitude  Enthusiasm  Self-directed practitioner  Highly motivated  Flexibility  Team player  Ability to work across boundaries |  | Application form and Interview |