**Person Specification**

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| Criteria | Essential | Desirable |
|  Qualifications | Registered first level nurse Community nursing specialist qualification or equivalentRelevant nursing/health degreeMentor/teaching qualificationClinical supervision training and experienceDiabetic DiplomaMembership of a professional bodyA demonstrable commitment to professional development | Independent/supplementary nurse prescribing qualification Insulin start qualificationAsthma/COPD diploma |
|  Experience | Minimum 5 years post registration experienceAt least 2 years recent primary and community nursing experienceExperience in nurse-led management of long-term conditionsDemonstrable experience of people management including staff appraisalsPrevious experience in a management or team lead role.Experience in writing & implementing protocols and clinical guidelinesExperience in quality initiatives such as clinical benchmarkingAudit skills | Research ProgrammesEmployment law, health & safety, employment contractsExperience of EMIS webExperience of Microsoft office software |
| Skills | Clinical leadership skills Clinical skills – diabetes, cervical cytology, immunisation and vaccination Skills in management of staff and teamsA “solutions-focused” approach and able to problem solveAbility to listen and empathiseNegotiation, conflict resolution, change management & Delegation skillsAbility to manage upwardsChange-management skills and ability to support patients to change lifestyleCommunication skills, both written and verbal including ability to communicate difficult messages to patients and familiesTeaching and mentorship experience in a clinical settingCompetent to manage IT systems/networks and train staff – excellent keyboard and IT skills |  COPD and Asthma Skills |
| Knowledge | * Skills in management of patients with long-
* Term conditions including COPD and
* Diabetes
* Awareness of accountability of own and
* others roles in a nurse-led service
* Knowledge of health promotion strategies
* Awareness of local and national health policy
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* Knowledge of clinical governance issues in
* primary care
* Knowledge of patient group directions and
* associated policy
* Leadership skills
 | Knowledge of public health issuesAbility to identify determinates on health in the local areaKnowledge of public health issues in the areaWider health economy awarenessManagement knowledge |
| Qualities and Attributes | An understanding, acceptance and adherence to the need for strict confidentialityAbility to use own judgement, resourcefulness and common senseAbility to work without direct supervision and determine own workload prioritiesAbility to work as part of an integrated multi-skilled teamPleasant and articulateAble to work under pressureAble to work in a changing environmentAbility to self-motivate, organise and prioritise own workloadAdaptive, innovative and forward lookingGains respect by example and leadershipConsidered steady approachEnthusiasm with energy and driveStrategic thinking with visionHard working, reliable and resourcefulDiplomacy |  |
| Other | Self-directed practitioner Flexibility of working hours/able to work at the desired timesExperience of primary careTeam playerAbility to work across boundaries |  |