**Person Specification**

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| Criteria | Essential | Desirable |
| Qualifications | Registered first level nurse  Community nursing specialist qualification or equivalent  Relevant nursing/health degree  Mentor/teaching qualification  Clinical supervision training and experience  Diabetic Diploma  Membership of a professional body  A demonstrable commitment to professional development | Independent/supplementary nurse prescribing qualification  Insulin start qualification  Asthma/COPD diploma |
| Experience | Minimum 5 years post registration experience  At least 2 years recent primary and community nursing experience  Experience in nurse-led management of long-term conditions  Demonstrable experience of people management including staff appraisals  Previous experience in a management or team lead role.  Experience in writing & implementing protocols and clinical guidelines  Experience in quality initiatives such as clinical benchmarking  Audit skills | Research Programmes  Employment law, health & safety, employment contracts  Experience of EMIS web  Experience of Microsoft office software |
| Skills | Clinical leadership skills  Clinical skills – diabetes, cervical cytology, immunisation and vaccination  Skills in management of staff and teams  A “solutions-focused” approach and able to problem solve  Ability to listen and empathise  Negotiation, conflict resolution, change management & Delegation skills  Ability to manage upwards  Change-management skills and ability to support patients to change lifestyle  Communication skills, both written and verbal including ability to communicate difficult messages to patients and families  Teaching and mentorship experience in a clinical setting  Competent 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 * Knowledge of clinical governance issues in * primary care * Knowledge of patient group directions and * associated policy * Leadership skills | Knowledge of public health issues  Ability to identify determinates on health in the local area  Knowledge of public health issues in the area  Wider health economy awareness  Management knowledge |
| Qualities  and Attributes | An understanding, acceptance and adherence to the need for strict confidentiality  Ability to use own judgement, resourcefulness and common sense  Ability to work without direct supervision and determine own workload priorities  Ability to work as part of an integrated multi-skilled team  Pleasant and articulate  Able to work under pressure  Able to work in a changing environment  Ability to self-motivate, organise and prioritise own workload  Adaptive, innovative and forward looking  Gains respect by example and leadership  Considered steady approach  Enthusiasm with energy and drive  Strategic thinking with vision  Hard working, reliable and resourceful  Diplomacy |  |
| Other | Self-directed practitioner  Flexibility of working hours/able to work at the desired times  Experience of primary care  Team player  Ability to work across boundaries |  |