Lead Nurse Person Specification

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| **Criteria** | **Essential** | **Desirable** |
| **Knowledge** | Skills in management of patients with long-term conditions including Asthma, COPD, Hypertension 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 | Ability to identify determinates on health in the local area  Knowledge of public health issues in the area  Wider health economy awareness  Management knowledge |
| **Skills** | Clinical leadership skills  Skills in management of staff and teams  Negotiation skills  Clinical skills – family planning, ECG’s wound management, cervical cytology, travel, baby and general immunisation and vaccinations, ear care, COPD and diabetes  Change-management skills and ability to support patients to change lifestyle  Excellent communication skills, both written and verbal  Ability to communicate difficult messages to patients and families  Negotiation and conflict management skills  Teaching and mentorship experience in a clinical setting  IT skills  Infection control knowledge | Prescribing  Minor illness |
| **Experience** | Minimum 5 years post registration experience  At least 2 years recent primary care nursing experience at a senior level  Experience in nurse-led management of long-term conditions  Team leader experience  Staff appraisals and training for other team members revalidation  Experience in implementing protocols and clinical guidelines  Experience in quality initiatives such as clinical benchmarking  Audit skills | Research Programmes |
| **Qualifications** | Registered first level nurse  Up to date NMC registration  Relevant nursing/health degree  Clinical supervision training and experience  Mentor/teaching qualification  Community nursing specialist qualification or equivalent  Independent/supplementary nurse prescribing qualification | Mentor/teaching qualification  Community nursing specialist qualification or equivalent  Independent/supplementary nurse prescribing qualification |
| **Other** | Self-directed practitioner  Highly motivated  Flexibility  Enthusiasm  Team player  Clinical policy writing |  |