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 DiabetesAwareness of accountability of own and others roles in a nurse-led service Knowledge of health promotion strategies Awareness of local and national health policyKnowledge 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 areaKnowledge of public health issues in the areaWider health economy awarenessManagement knowledge |
| **Skills** | Clinical leadership skills Skills in management of staff and teamsNegotiation skillsClinical skills – family planning, ECG’s wound management, cervical cytology, travel, baby and general immunisation and vaccinations, ear care, COPD and diabetesChange-management skills and ability to support patients to change lifestyleExcellent communication skills, both written and verbalAbility to communicate difficult messages to patients and familiesNegotiation and conflict management skillsTeaching and mentorship experience in a clinical settingIT skillsInfection control knowledge | PrescribingMinor illness |
| **Experience** | Minimum 5 years post registration experienceAt least 2 years recent primary care nursing experience at a senior levelExperience in nurse-led management of long-term conditionsTeam leader experienceStaff appraisals and training for other team members revalidation Experience in implementing protocols and clinical guidelinesExperience in quality initiatives such as clinical benchmarkingAudit skills | Research Programmes |
| **Qualifications** | Registered first level nurse Up to date NMC registrationRelevant nursing/health degreeClinical supervision training and experienceMentor/teaching qualificationCommunity nursing specialist qualification or equivalentIndependent/supplementary nurse prescribing qualification | Mentor/teaching qualificationCommunity nursing specialist qualification or equivalentIndependent/supplementary nurse prescribing qualification |
| **Other** | Self-directed practitioner Highly motivatedFlexibilityEnthusiasmTeam playerClinical policy writing |  |