

SELECTION CRITERIA

POST: Advanced Clinical Practitioner (ACP) – Community Specialist Palliative and End of Life Care
DEPARTMENT: LOROS Hospice

	Essential Criteria	Desirable Criteria	How & When
Education / Qualification	• Relevant Professional Qualification • Registered General Nurse or Paramedic • Primary degree • Master's degree in Advanced Practice and / or Palliative Care • Non-medical Prescriber V300 • Clinical Examination and Diagnostics modules if not part of Master's qualifications	• Advanced Communication Skills Training • Advance Care Planning / Respect training • Mentor qualification	• Application • Registration checks and qualifications • Interview
Clinical Skills / Abilities	• Advanced clinical assessment • Clinical decision making • Symptom management • Risk assessment - able to identify, assess and manage clinical risk • Diagnostics -able to appropriately use clinical investigations and diagnostic information to support assessment and management while recognising the limitations of investigations in advanced illness • Evidence of influencing motivating and negotiating with others to achieve change in relation to care • Demonstrate self, staff and patient management competencies • Skills for analysis of service delivery, risks and	• Experience of specialist palliative care emergencies and complex pharmacological management • Experience of point-of-care diagnostics or community-based investigations • Experience of complex best-interest decision-making	• Application • Interview

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	- options for improvement • Experience of implementing change in clinical practice or service delivery to improve the quality of patient care. • Ability to problem solve with a strong solution-focussed approach • Highly developed clinical judgement in holistic assessment of patient needs • Emotional resilience		
Other Skills / Abilities	• Excellent communication skills • Car driver with access to a car as the post holder will be required to travel to fulfil the full requirements of the role • Ability to work flexibly • Excellent organisation skills, show the ability to plan and organise workload and facilitate learning events • Positive role model • Proficient IT skills • Excellent interpersonal skills, including negotiation, influencing and presentation • Ability to work under pressure and manage a diverse workload • Self-management and motivation skills • Confidence to challenge traditional practice and persistence to address difficult issues • Able to work and make decisions autonomously and take initiative	• Experience of electronic prescribing, digital clinical assessment or remote consultation systems.	• Application • Interview • References
Experience	• Extensive post qualification experience • Portfolio of evidence showing achievements in practice / speciality	• Post qualification experience in Specialist Palliative Care • Experience of	• Application • Interview

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	• Supervision experience and the ability to support trainee practitioners in their development and career progression. • Ability to work autonomously at advanced practice level and make expert clinical decisions to support the development of services and inform practice. • Ability and evidence to lead on related research and audit in relation to the development of advanced practice. • Communication of difficult messages to patients and families. • Evidence of multi-agency / professional working • Negotiation and conflict management skills within the context of multi-agency working. • Demonstrates efficient experience in leadership of team/s in the context of multi-agency working	leading patient involvement / patient feedback • Relevant previous experience of working at an advanced clinical level. • Recent experience in primary and / or community setting • Experience of resource management	
Knowledge	• Awareness of current national and local agendas in health and social care. • Demonstration of high-level knowledge of multi-agency working (i.e. housing, social services, independent sector etc) • Knowledge and understanding of Clinical Governance • Quality improvement and change management • Demonstrate the ability to work in a highly demanding environment. • Teaching and mentorship clinical setting.	• Knowledge and implementation of research • Development and implementation of protocols and clinical guidelines • Working with community development initiatives	• Interview

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	• Ability to work independently and make autonomous clinical decision within own area of competence. • Knowledge of community profiling and health needs assessment to respond to community needs • High level communication skills, both written and verbal • Knowledge of audit / research and experience of analysing findings to improve practice. • Clinical supervisor and ability to reflect on own practice.		
Motivation and Personal Attributes	• Able to demonstrate LOROS' Values and Behaviours. • Emotional resilience • Act as a role model within the hospice and wider health and social care community • Adaptable and flexible dependent on work priorities • Keen to learn new skills and improve knowledge base • Able to promote LOROS and its services to external stakeholders • Evidence of putting research into practice		