



Being there for *you*
and *your family*

SELECTION CRITERIA

POST: Aligned Specialist Palliative Care Nurse (Community)
BAND : 6
DEPARTMENT: Community Nurse Specialist Team

	Essential Criteria	Desirable Criteria	How & When
Education / Qualification	<ul style="list-style-type: none"> 1st Level Nurse Degree or equivalent Post registration qualifications Evidence of continuing professional development in last 12 months 	<ul style="list-style-type: none"> Degree/Diploma in Palliative or Cancer care Teaching qualification Non-medical prescribing qualification Leadership or management qualification Advanced communication skills training Advanced care planning training 	<p>Application</p> <p>Certificates</p>
Skills / Abilities	<ul style="list-style-type: none"> Well-developed communication and interpersonal skills. Leadership potential and ability to work effectively with others Planning and organisational skills Able to make judgements based on evidence based practice and translate this for use in the clinical environment Demonstrates initiative and ability to work independently, problem solve and prioritise own work IT literate Clinical role model and able to support learners 	<ul style="list-style-type: none"> Experience of using electronic patient records Involvement in Audit and Change Management Research skills 	<p>Assessment Centre</p> <p>References</p>
Experience	<ul style="list-style-type: none"> Significant post-registration/proven experience in palliative/cancer setting Experience in symptom management including the administration of medications via a syringe driver or by subcutaneous injection Experience in teaching and assessing 	<ul style="list-style-type: none"> Community experience Project management experience Experience of patient and public involvement in service delivery 	<p>Application</p> <p>Assessment Centre</p>
Knowledge	<ul style="list-style-type: none"> Awareness of needs of patients and families with cancer and other life threatening illnesses 	<ul style="list-style-type: none"> Knowledge of how working in the community affects patients care 	<p>Assessment Centre</p>



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	<ul style="list-style-type: none"> • Understanding of current developments within healthcare and their implications for quality care for patients • Understanding of efficient and effective use of resources • Awareness of impact of audit and research on practice. 	<ul style="list-style-type: none"> • Knowledge of budget management 	References
Motivation and personal attributes	<ul style="list-style-type: none"> • Able to demonstrate LOROS' values and behaviours • Able to motivate self and others • Emotional resilience • MDT and/or other team working • Adaptable and flexible dependent on work priorities • Motivated and committed to providing high quality patient care and patient education • Car driver/access to a car • Able to promote LOROS' and its services to external stakeholders 		Application References Assessment Centre