**PERSON SPECIFICATION**

Please note: the criteria set out in the person specification will be used to make recruitment decisions. Please ensure you set out clearly in your application and supporting statement how your experience, skills, knowledge and qualifications meet the criteria.

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| Factor | Essential Criteria: | Desirable Criteria: |
| **Qualifications and/or professional membership**  **/accreditation:** | * Relevant degree (e.g. BSc Paramedic Sciences) or considerable relevant experience. * HCPC registered * Excellent clinical skills evidenced through CPD | * Independent Prescriber qualification * Ability to pass Higher Education modules |
| **Experience:** | * Proven previous experience of working within the NHS, in a multidisciplinary team in a similar role * Experience of using databases, Word and Excel * Understanding and commitment to equal opportunities | * Experience of using specific NHS databases or a willingness to learn * Committed to personal and professional development * Experience of working within Primary Care settings * Use of SystmOne/EMIS clinical system |
| **Knowledge, Skills and Aptitudes:** | * Up to date clinical knowledge with an understanding of primary care and plans to develop PCN’s over the next few years * Excellent interpersonal skills with the ability to communicate effectively at all levels, both verbal and written * Ability to empathise with and reassure patients and their family members/friends in crisis situations * Strong team player with a collaborative style, ability to take and follow instructions and develop initiatives in a team setting, as well as innovate and develop new methods of working in a way that takes governance issues into account * Confident to work independently with the ability to use own initiative to make decisions where necessary * Ability to assess, minimise and manage risks and to defuse stressful situations and aggressive patients when necessary * Good literacy and numeracy * Ability to maintain confidentiality at all times * Organised, good time management skills and ability to deliver against set objectives * Ability to adapt to change in a role that is continuously developing * Positive approach, calm under pressure | * Ability to mentor/train junior staff and committed to share knowledge |
| **Other factors:** | * Professional attitude and appearance, good role model * Willing and able to learn and use Paramedic skill set * Car driver with current, clean UK driving licence and own vehicle * Flexible, reliable and conscientious * Physically fit and able to move patients safely as required * Willing and able to travel on home visits and to different sites and to attend meetings, training events etc |  |