



Accelerate

Accelerate is a workplace where you get to **do good and feel good**

PERSON SPECIFICATION

Director of Clinical Services for Wound Care

Factor	Essential	Desirable	Identified by
Qualifications and education	<ul style="list-style-type: none"> ✔ First level Registered Nurse or Degree in Podiatric Medicine or equivalent ✔ Current NMC qualification or Health Care Professions Council registration ✔ University degree demonstrating specialist knowledge and/or masters ✔ Leg ulcer management course and or other tissue viability course 	<ul style="list-style-type: none"> ✔ Chronic oedema training ✔ Teaching and assessing course ✔ Leadership qualification 	<ul style="list-style-type: none"> ✔ Application form ✔ Certificates
Work related knowledge & understanding	<ul style="list-style-type: none"> ✔ Minimum 5 years nursing experience as a band 7 specialist practitioner ✔ Deep clinical understanding of wound care and the factors that impact on care delivery and patient outcomes ✔ Established knowledge and understanding of the central role of compression in all its forms within leg ulcer management ✔ A sound understanding of the key operational, strategic and economic challenges facing providers and commissioners ✔ An understanding of the wider implications of current or proposed policies for providers and commissioners ✔ Deep clinical insight of service delivery, management and impact on workforce and patients ✔ A sound understanding of clinical governance, risk management and assurance. ✔ An understanding of professional development needs in the workforce ✔ A deep understanding of the impact of health systems on patients and the role of personalised care ✔ Excellent understanding of infection prevention systems and management 	<ul style="list-style-type: none"> ✔ Participation in formal research and RCT programmes ✔ Business case development and implementation ✔ Budgetary management 	<ul style="list-style-type: none"> ✔ Interview ✔ Application form ✔ References



Factor	Essential	Desirable	Identified by
Experience	<ul style="list-style-type: none"> ✔ Demonstrable experience and a proven track record of operating effectively at a national level within the wound care specialism ✔ Proven experience of promoting effective clinical governance and safety systems ✔ Experience of driving up service standards, performance and patient outcomes ✔ A proven track record of collaborating, communicating and engaging effectively with a wide range of stakeholders to harness expertise across services ✔ Evidence of success in leadership and change management for the improvement of patient or staff experience and outcomes ✔ Experience in developing and delivering education packages in a variety of community settings ✔ Experience of report writing that includes data analysis ✔ Experience of line management and supporting a diverse team through appraisals and personal development planning ✔ Experience of speaking at national events and conferences 	<ul style="list-style-type: none"> ✔ Community nursing experience ✔ Evidence of supporting a culture that meets the needs of and engages with diverse communities and the workforce. ✔ Safeguarding experience- adults and Mental Capacity Act ✔ Published work/ articles ✔ Experience of commercial decision making 	<ul style="list-style-type: none"> ✔ Interview ✔ Application form ✔ References
Practical skills	<ul style="list-style-type: none"> ✔ Able to support multi-professional working across an organisation. ✔ Ability to 'think on your feet' when dealing with convoluted or complex problems. ✔ Experience of supervising and mentoring other health professionals ✔ Ability to communicate at all levels, adjusting their communication style to the appropriate audience. ✔ Has the ability to negotiate and influence effectively with a variety of audiences. ✔ Able to operate autonomously and strategically. ✔ Cognisant with IT networks: competent with electronic systems ✔ Ability to manage conflict and utilise policies effectively when required 		<ul style="list-style-type: none"> ✔ Interview ✔ Application form



Factor	Essential	Desirable	Identified by
Personal attributes & aptitudes	<ul style="list-style-type: none"> ✔ A 'can do' approach to daily work, to communications, a bringer of 'confidence' and motivation to the team ✔ A high degree of personal awareness, reflection and integrity ✔ Professional behaviour with good customer service skills ✔ someone who focuses on the 'big picture' , our mission but can manage the detail through others ✔ An ability to prioritise when demands are competing for attention. ✔ An ability to regulate behaviour even when provoked ✔ Strong communication skills and fluent in English: written and verbal ✔ Flexibility in approach to work and deeply understands the importance of team working ✔ Willingness to learn and implement new ideas: be creative and have the desire to progress and push our boundaries ✔ Commitment to facilitating learning in others ✔ Excellent time management ✔ Has a natural resilience to deal with the day to day and longer term pressures that are inherent in a role of this seniority 		<ul style="list-style-type: none"> ✔ Interview ✔ Application form ✔ References
Training & development	<ul style="list-style-type: none"> ✔ Evidence of CPD and recorded management development 		<ul style="list-style-type: none"> ✔ CPD portfolio
Health	<ul style="list-style-type: none"> ✔ Able to fulfil the requirements of the job with reasonable adjustments 		<ul style="list-style-type: none"> ✔ Health screening
Circumstances	<ul style="list-style-type: none"> ✔ Holds valid UK work permit ✔ Monthly Travel across UK ✔ Able to work flexibly as required 	<ul style="list-style-type: none"> ✔ Access to private transport ✔ Holds current drivers licence and is able and willing to drive 	<ul style="list-style-type: none"> ✔ Interview ✔ Application

