PERSON SPECIFICATION – Cancer Specialist Allied Health Professional or Nurse BAND 7

TRAINING/PROFESSIONAL BODY	ESSENTIAL	DESIRABLE	ASSESSED A – application I - Interview	Application/Interview Comments
Registered AHP to degree/diploma level supplemented by further study at Level 7 or demonstrable extensive experience in cancer specific role.	Yes		A	
Membership of HPC	Yes		A	
Completion of Advanced Communication Skills or Psychological Assessment course		Yes	A	
Learning and Assessing in Practice Qualification or equivalent practice assessors training		Yes	A	
Evidence of recent professional development in an up to date portfolio	Yes		I	
Advanced History Taking and Physical Examination		Yes	A	
Non-Medical Prescriber (if professionally appropriate)		Yes	A	
CLINICAL EXPERIENCE				
Experience at Registered Practitioner Band 6/7 Level with more than 2 years experience working in a cancer care rehabilitation environment ***(persons working in a non-specialist cancer field but with cancer population exposure and with appropriate rehabilitation skills will be considered for this post)***	Yes		A/I	
Able to demonstrate specialist clinical reasoning skills to assimilate information in order to make a clinical judgement regarding diagnosis and intervention of common symptoms of cancer and its treatments. ***(please see appendix for symptom management expected)***	Yes		I	
	Yes		A/I	

Experience of developing specialist programmes of care for an individual or groups of patients/clients and of providing highly specialist advice preferably in a Cancer Care environment				
Knowledge and understanding of the pathophysiology of common cancers	Yes		A	
Knowledge and understanding of late effects of cancer in relation to treatment modalities and cancer site.	Yes		A/I	
Experience or knowledge of working in or collaboration with Primary Care Services		Yes	A/I	
Experience of multi-disciplinary working and working across professional and service boundaries.	Yes		A/I	
Able to communicate effectively at different levels of the organisation and with staff, patient/service users, visitors or external organisations both verbally and in writing in the exchange of highly complex, sensitive or contentious information which may require the use of negotiating and/or persuasive skills.	Yes		A/I	
Able to overcome barriers to understanding where there are physical or mental disabilities.	Yes		A/I	
Able to analyse and assess situations and to interpret potentially conflicting situations and determine appropriate action, where there is a range of options and judgement is required.	Yes		A/I	
Experience of planning and organising complex activities requiring the formulation and adjustment of plans .e.g. organising own time, co-ordination with other agencies and plans for sudden, unforeseen circumstances.	Yes		A/I	
Able to work independently within sphere of authority	Yes		A/I	
Evidence of skills in diplomacy, negotiation and influencing.	Yes		I	
Knowledge and understanding of Cancer Care Strategy relevant to role	Yes		A/I	

Demonstrable knowledge of legislation relevant to area of clinical practice	Yes		A/I	
LEADERSHIP AND MANAGEMENT				
Evidence of risk management skills and experience.	Yes		A/I	
Evidence of involvement in meeting relevant clinical governance objectives.	Yes		A/I	
Able to demonstrate knowledge of health policy and its application in practice.	Yes		A/I	
Able to demonstrate innovation and effective use of resources.	Yes		A/I	
Evidence of involvement in policy and practice change.	Yes		A/I	
Able to adapt to a changing environment and changing priorities.	Yes		I	
To lead and inspire others to improve care for people living with cancer	Yes		I	
Able to effectively manage available resources in the pursuit of quality service provision ensuring a safe environment	Yes		A	
EDUCATION				
Evidence of proactive involvement in the supervision and development of members of the multi-disciplinary team.	Yes		A/I	
Evidence of delivering education and training in practice.	Yes		A/I	
Able to act as a clinical supervisor and/or facilitate peer groups.	Yes		A/I	
Inquisitive and eager to learn, asks questions and responds positively to change in practice/procedure. Seeks ways to improve self and others.	Yes		A/I	
RESEARCH				
Evidence of involvement in the development of programmes of care, protocols and audit.	Yes		A/I	

Able to actively research for the potential to improve quality and customer care, seeking new ideas and methods to improve health care for people with cancer	Yes		A/I	
Able to demonstrate publication, presentations and personal research at local and regional events.		Yes	A/I	
Evidence of involvement in research.		Yes	A/I	
Ability to evaluate care leading to improvement in quality standards an service improvement	Yes		A/I	
PERSONAL QUALITIES NEEDED TO PILOT THIS ROLE				
As this is a pilot the successful applicant will need to be very innovative, flexible and confident in their approach willing to try new ideas and develop the role.	Yes		I	
Resilient nature will be needed to deal with potential opposition or misunderstanding of this role and individuals scope of practice especially in the initial phases.	Yes		I	
Due to the wide variety of potential presentations there will be an expectation to self-manage training needs and development to ensure CPD and the ability to meet the requirements of this new role.	Yes		I	
INFORMATION TECHNOLOGY/RESOURCES				
Able to analyse data and produce reports using Microsoft Excel and Word	Yes		A	
Confident in the use of computer systems, spreadsheets, databases, data collection and co-ordination, word processing and report writing.	Yes		A	
Experience of using electronic patient / service user record systems	Yes		A	
BUSINESS TRAVEL				

Subject to the provisions of the Equality Act, able to travel using own vehicle on Trust business.	Yes		A	

APPENDIX 1: Expectations for this role

- Complete a holistic needs assessment
- Formulate and document a well evidenced assessment of cancer symptoms demonstrating appropriate complex history taking and physical assessment skills. This will include differential diagnosis and escalation of life threatening symptoms.
- Work with service users and, where appropriate, carers to support access to appropriate, treatment, diagnostics, care and support tailored to individual patient characteristics, background and circumstances from diagnosis of cancer to end of life.
- Maintain and deliver continuity of care in collaboration with the patient, carers and other health and social care teams
- Use interactions with people to encourage changes in behaviour that can have a positive impact on their health and wellbeing. This will include education, prehabilitation, rehabilitation and psychological interventions that promote self-management and self-care
- Support shared decision-making and a person-centred approach, working in partnership with people, families and communities.
- Draw on the expertise of all members of the multi-disciplinary team and social support to meet people's best interests and optimise the integration of their care. This will include working across boundaries and promoting shared care to manage often complex and life threatening symptoms.
- **Willingness to attain knowledge in managing symptoms that may or may not traditionally be managed by your profession.**

The following is a list of presentations that **can** be assessed and/or treated by an Allied Health Professional in cancer care, however this may be dependent on professional background:

- Anorexia/Cachexia/Weight management/taste changes
- Anxiety/depression
- Breathlessness Communication
- Cognitive function
- Bowel and bladder incontinence
- Dysphagia
- Gastro-intestinal symptoms (nausea, vomiting, constipation, diarrohea)
- Fatigue
- Late effects
- Lymphoedema
- Metastatic spinal cord compression
- Mobility
- Pain (acute and chronic)
- Sexual dysfunction
- Skin and soft tissue management
- Sleep disorders