

# Lancashire County Council

## Grade Profile

### Grade Profile – Technical/Professional – (Grade 8)

Applies to **all** technical/professional posts at Grade 8

<b>Purpose</b>
Technical specialists who are highly experienced practitioners within a professional area (e.g. Legal, Engineering, HR, Social Work). As entrant levels to professional disciplines, they have a workload requiring the application of both applied and theoretical knowledge.
<b>Scope of Work</b>
Roles are typically reactive and working within clearly established service and professional guidelines. Roles will need to apply judgment and analysis to identify alternative solutions to a variety of routine situations. They will need to be proficient in delivering all routine aspects of the job but will be increasingly involved in non-routine work e.g. supporting less experienced staff or taking part in project work with more senior members of staff. Communication skills are important as role holders will be interacting with internal and external customers regularly.
<b>Accountabilities/Responsibilities</b>
<ul style="list-style-type: none"> <li>▪ Select appropriate procedures to independently carry out more complex technical tasks of an increasingly higher risk nature (e.g. designs, inspections, assessments, analyses) to produce the required technical output (e.g. identification of customer need, implementation or routine service processes)</li> <li>▪ Undertake specialized technical and analytical support activities to assist professional colleagues in delivering more complex services</li> <li>▪ Collate and analyse technical data from a variety of sources and interpret findings for review by more senior colleagues. May include producing ad hoc reports or project work.</li> <li>▪ Provide information, advice and guidance to customers by interpreting established procedures, using technical experience and by applying best practice within the field.</li> <li>▪ Provide on the job training, mentoring and guidance to less experienced members of staff to ensure they are able to develop the necessary skills to deliver in their role</li> <li>▪ Regularly communicate with other agencies and service providers to share information, build working relationship and to ensure joined up service provision</li> <li>▪ Suggest improvements to current working methods to contribute to improvements in service delivery</li> </ul>
<b>Skills, Knowledge and Experience</b>
<ul style="list-style-type: none"> <li>▪ Recognised vocational or professional qualification plus broad experience in area of expertise. May be working towards a professional qualification or be of graduate entry level with sound practical experience.</li> <li>▪ Detailed knowledge of own service area and relevant working systems, equipment and/or IT software, plus an awareness of council policies and services related to the role.</li> <li>▪ Analytical skills and problem-solving capability.</li> <li>▪ Ability to informally train and mentor less experienced staff.</li> <li>▪ Ability to influence others based on technical or professional expertise. ▪ Ability to build and maintain effective networks and relationships.</li> </ul> <p>In addition to the skills knowledge and experience described above, you may be required to undertake a lower graded role as appropriate.</p>
<b>Performance Indicators</b>

- Quality of own work against legal, safety and best practice standards
- Adherence to internal/external quality standards if applicable
- Adherence to policies and procedures
- Accuracy and timeliness of information recording and processing ▪ Customer and stakeholder feedback

**Lancashire County Council**

**Person Specification – Grade 8 Infection Prevention Nurse**

<b>Requirements</b>	<b>Essential (E) or Desirable (D)</b>	<b>Identified by Application Form (A) or Interview (I)</b>
<b>Qualifications:</b>		
Degree or Diploma in Nursing	<b>E</b>	<b>A</b>
Current NMC Registration	<b>E</b>	<b>A</b>
Additional post graduate qualification in Infection Prevention and Control (IPC)	<b>D</b>	<b>A</b>
<b>Experience:</b>		
Minimum of 1 years' experience as a registered nurse	<b>E</b>	<b>A</b>
Experience of integrated working with colleagues across a range of services and agencies to promote health	<b>E</b>	<b>A</b>
Experience of gathering information and assessing risk	<b>E</b>	<b>A</b>
Experience of working independently with relevant specialised systems, equipment and/or IT software	<b>D</b>	<b>I</b>
Experience of developing and delivering presentations to a range of audiences	<b>D</b>	<b>I</b>
<b>Knowledge, Skills and Abilities:</b>		

Awareness of specific legislation for health and social care settings in relation to IPC	<b>D</b>	<b>I</b>
Knowledge of generic infections and a clear understanding of the transmission of infections and actions which are needed to break the chain	<b>E</b>	<b>I</b>
Very good communication and networking skills with a wide range of internal and external organisations	<b>E</b>	<b>A</b>
Ability to quickly build credibility with care providers, team members and stakeholders	<b>D</b>	<b>I</b>
A commitment to improving practice standards and personal competencies through continuous professional development, and use of supervision and appraisal to improve personal performance	<b>E</b>	<b>I</b>
To have the ability to value diversity and work across cultures	<b>E</b>	<b>A</b>
To have the ability to influence others based on technical and professional expertise	<b>E</b>	<b>AF/I</b>
<b>Other Essential Requirements:</b>		
Commitment to equality and diversity	<b>E</b>	<b>A</b>
Commitment to health and safety	<b>E</b>	<b>A</b>
Always display the LCC values and behaviours and actively promote them in others	<b>E</b>	<b>A</b>
This is an essential car users post	<b>E</b>	<b>A</b>