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| **Job Specification; Sample Content****Podiatrist Clinical Specialist <Insert Specialism> (3654)** |
| **The following template provides sample content for the above role.** **Please refer to the latest National Job Specification Template on the HSE Job Specification Repository to create your full and final version.** |
| **Purpose of the Post**  | ***For Example:*** As a Podiatrist, Clinical Specialist (XXXX) the post holder will have the vision and drive to provide optimal diagnoses and treatment and to improve outcomes for patients / clients. The Podiatrist, Clinical Specialist will be responsible for leading the development and provision of a high quality service to patients. The Clinical Specialist will work as part of multi-disciplinary teams in providing a quality, person-centred, evidence based podiatry service to meet the needs of service users. |
| **Principal Duties and Responsibilities** | ***For Example:*** *The Podiatrist, Clinical Specialist (XXXX) will:***Clinical Practice*** Ensure professional standards are maintained in accordance with the requirements as set out by CORU <https://www.coru.ie/files-codes-of-conduct/podrb-code-of-professional-conduct-and-ethics-for-podiatrists.pdf>.
* Adhere to national and international guidelines on foot management.
* Develop, manage and evaluate the service provided in the designated specialist area.
* Act as a recognised expert podiatric resource for highly specialised clinical advice in the specialist area to patients, peers and other medical staff including GPs and Consultants.
* Treat and manage a specialist clinical caseload.
* Undertake specialist podiatry treatments and interventions.
* Provide standardised high quality diabetes foot management to patients at high risk of developing foot complications and those with active foot disease.
* Ensure that a comprehensive holistic patient assessment is completed and care process devised in collaboration with the diabetes foot multidisciplinary team both in hospital and the out-patient setting.
* Develop specialised, tailored management plans with their patients following an accurate assessment and diagnosis, using highly advanced and specialist skills in patient management.
* Ensure timely referral to other services in the multidisciplinary team or other as required.
* Identify the need for change in own clinical practice, and that of colleagues, within the context of changing demographics, economic and legislative needs.
* Provide clinical leadership that will influence and assist in the development of quality improvements in diabetes foot management.
* Implement clinical governance within own specialist area and facilitate this within other remits as appropriate.

**Quality, Safety and Risk Management*** Implement internationally developed standards in care of the at-risk diabetes foot and avail of evidence based interventions to achieve these standards.
* Develop and review appropriate clinical care pathways for diabetes patients and facilitate these with other specialists within the team and wider networks.
* Ensure that every patient is to be treated as an individual and provided with a high quality service in terms of courtesy, kindness, interest and efficiency.
* Lead and collaborate on the development and implementation of local and national standards of practice, clinical protocols and clinical pathways for diabetes foot management.
* Actively participate in relevant Special Interest Groups including Diabetes Specialist Implementation Groups on a regular basis.
* Support and stimulate research into own area of specialism.
* Participate in local and national audit, benchmarking and quality assurance measures in own specialist area and facilitate these in the podiatry service.
* Participate in the development, co-ordination and implementation of strategy relevant to the service.
* Provide clinical and non-clinical risk management, set standards and measure clinical effectiveness in own specialist area.
* Adequately identifies, assesses, manages and monitors risk within their area of responsibility and report any potential hazards.
* Take reasonable care of their own health & safety and that of others who may be affected by what they do or do not do.
* Engage in and promote research (including collaborative interdisciplinary research), audit, evaluation and development as they relate to service delivery and best practice.
* Maintain links with diabetes representative organisations, have a full understanding of the legal responsibilities of the professional role, and commit to improving the experience of service users with an appreciation of cultural diversity.
* Use work items provided by the Health Service Executive in accordance with training and instructions, including personal protective equipment.
* Develop and review policies, procedures, protocols and guidelines for managing diabetes patient care within the Podiatry Department and in consultation with stakeholders.
* Plan, develop and review innovative service developments across own and other specialist services within the team in conjunction with their Line Manager.
* Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.
* Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

**Work Practice*** To act as a Podiatry Lead within the multidisciplinary team of specialists involved in the management of foot and ankle pathology.
* Provide a specialist service within primary care and liaise with the hospital teams and networks.
* Liaise with other members of the multidisciplinary team, patients, carers and others, on matters relating to the management and treatment of patients with highly complex foot pathology.
* Provide clinical support to the project team and networks by maintaining an effective range of communication skills to instruct, inform, and negotiate in order to achieve active patient participation, a cohesive approach to treatment and successful case management.
* Be responsible for collating and monitoring data relating to the specialist area and to prepare activity reports on this area for the Project Lead.
* Inform the Project Lead of changes or trends within service provision to diabetes patients and provide recommendations on implementing changes.
* Implement agreed policies, procedures and safe professional practice by adhering to relevant legislation, regulations and standards.
* Participate in the business planning aspect of the specialist team and contribute to the business planning process the podiatry service.

**Education and Development*** Provide case supervision to less experienced Podiatrists in own specialist clinical area.
* Be committed to personal development and acquisition of further skills and knowledge in own specialist clinical area in order to maintain and further develop a high level of clinical expertise.
* Plan, develop and provide specialist training / teaching for podiatry staff within the HSE to facilitate others in the setting up of new and the further development of clinical services for the foot management service.
* Contribute to the development of a module(s) of training for other health care professionals such as Primary Care staff, GP's, Practice Nurses and Public Health Nurses.
* Facilitate clinical practice placements for podiatry undergraduate students and other health care professionals as appropriate.
* Support training needs arising within the major teaching hospitals from student and qualified nurses, students from other disciplines, undergraduate and postgraduate medical personnel, and to provide training and evaluation as required.
* Supervise, mentor and provide peer support of less experienced members of staff within the team and advise the project lead/podiatry manager of needs required.
* Liaise with relevant outside agencies such as universities and professional bodies in order to promote the profession.
* Engage in the HSE performance achievement process in conjunction with your Line Manager and staff as appropriate.

**The above Job Specification is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to them from time to time and to contribute to the development of the post while in office.**  |
| **Skills, competencies and/or knowledge** | ***For Example:*** *The candidate must demonstrate***Professional Knowledge and Experience***For Example:** Demonstrates an advanced level of clinical knowledge / can clearly and methodically assess and analyse complex problems / situations.
* Demonstrates an awareness of the signs/ symptoms of conditions for which podiatry is / is not indicated.
* Demonstrates sound knowledge of complex presenting conditions of the patients / clients.
* Demonstrates specialist knowledge of the various theoretical models and approaches that apply in current podiatry practice.
* Knowledge and experience of effective models of Podiatry assessments and treatments including:
	+ A knowledge of and ability to undertake a comprehensive assessment of the vascular and neurological status of the lower limb including use of Doppler waveform analysis, Ankle Brachial Pressure Index calculation, and tests for sensory and motor dysfunction.
	+ Knowledge of advanced vascular and neurological investigation.
	+ A high standard of local wound care including sharp debridement skills and knowledge of international best practice clinical guidelines on standard and advanced topical therapies.
	+ The ability to detect signs of infection, determine level of infection, referral for imaging investigations and antibiotic therapy if necessary, and ability to effectively carry out investigations such as wound swabs and biopsies.
	+ A sound knowledge of antibiotic therapies for diabetes foot infections and the ability to interpret microbiological and radiology reports.
	+ Knowledge of dermatological conditions associated with diabetes.
	+ Good theoretical knowledge and experience in nail surgery and the use of local anaesthesia.
	+ Experience in computerised gait analysis and evaluation of plantar pressures
	+ Knowledge and experience in prescription and fitting of orthotic devices in line with international best practice clinical guidelines, casting techniques, and provision of off-loading devices.
	+ Knowledge and clinical expertise in interpreting and advising on the results of diagnostic testing.
* Demonstrates knowledge of a range of appropriate therapeutic interventions relevant to the client group and an ability to apply knowledge to best practice.
* Demonstrates the knowledge, abilities and clinical skills required to provide safe, efficient and effective service in the area of practice.
* Demonstrates knowledge of health promotion and disease management.
* Knowledge of the HSE Primary Care Strategy and how it relates to Podiatry.
* Maximises the use of IT with a willingness to develop IT skills as relevant to the role.

**Planning and Managing Resources**  *For example:** Balances clinical work with other research and educational responsibilities.
* Demonstrates effective time management.
* Provides flexible interventions to meet the varied needs of individual service users.
* Demonstrates the ability to plan and manage the delivery of an optimum service in an effective and resourceful manner, within a model of person-centred care.
* Demonstrates a high level of initiative, flexibility and adaptability in response to workforce demands.
* Promotes the delivery of a holistic, user-focused approach, which encompasses a multi-professional and inter-professional perspective.

**Managing and Developing (Self and Others)***For example:** Demonstrates advanced leadership and team skills including the ability to lead by example.
* Demonstrates a commitment to manage and develop self and others in a busy working environment.
* Deals positively and constructively with obstacles and conflict within teams.
* Demonstrates commitment to continuing professional development (CPD) and facilitates staff development by providing support such as; supervising, mentoring, coaching and formal development planning. Develops and/or implements systems to support a CPD culture within the service.

**Commitment to providing a Quality Service***For example:** Demonstrates a commitment to and the ability to lead on the delivery, design and implementation and evaluation of a high quality, person centred service.
* Designs and develops new, innovative and non-traditional service delivery models which aim to promote a comprehensive and integrated quality service within evolving healthcare structures, overcoming any resource limitations.
* Demonstrates and promotes collaborate working relationships as well as having the ability to work independently and exercise a high degree of professional autonomy.
* Displays awareness and appreciation of service users and the ability to empathise with and treat others with dignity and respect.

**Evaluating Information and Judging Situations** *For example:** Exercises a high degree of professional autonomy in the analysis of highly complex facts or situations that contribute to the implementation of a treatment or management strategy for the service user.
* Demonstrates the ability to effectively analyse and critically evaluate complex information and make appropriate decisions.
* Explains the rationale behind decisions confidently when faced with opposing or competing demands. Is objective but also aware of sensitivities in their approach.
* Regularly quantifies and evaluates activities against service plans and takes timely action to correct potential difficulties and/or to respond to changing needs. Recognises how service constraints impact on service delivery.
* Demonstrate evidence based practice through the process of clinical reasoning and decision making, allowing knowledge to be applied to complex/different situations.

**Communications and Interpersonal Skills***For example:** Displays effective communication skills (written & verbal) e.g. presents written information in a clear, concise and well-structured manner / communicates complex information by tailoring the communication method and the message to match the needs of the audience.
* Demonstrates sound interpersonal skills including the ability to collaborate effectively with a wide range of people, colleagues, families, carers etc.
* Demonstrates sensitivity, diplomacy and tact when dealing with others and is patient and tolerant when dealing with conflict or negative attitudes from others.
* Demonstrates strong negotiation skills, remains firm but flexible when putting forward a point of view.
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