

## **Person Specification – Essential and Desirable Criteria**

### **Essential**

- **RGN/RMN (or relevant comparable experience/qualification)**
- **ENB 998/Mentoring in Practice qualification**
- **High level of knowledge and experience relating to drug and alcohol related conditions, harm reduction interventions, treatment medications/regimes**
- **Demonstrate effective case management and ability to prioritise care needs**
- **Significant experience and enthusiasm working with drug and alcohol users, delivering care built around harm reduction principals**
- **Experience with ECG, venepuncture, BBV testing/vaccination, blood result interpretation, and needle exchange provisions**
- **Excellent communication skills both written and verbal including experience of working in a multi-agency, multi-professional area**
- **Ability to maintain good electronic clinical records and adhere to current information standards**
- **Demonstrate excellent assessment skills in terms of physical health needs, mental health needs, harm reduction and general risk management**
- **Demonstrate exposure to and a comprehensive knowledge of Clinical Governance in action (audit, research, clinical effectiveness etc.)**
- **Demonstrate comprehensive knowledge and awareness of professional accountability and codes of conduct and strong professional standards.**
- **Show ability to work both independently and as part of a team whilst also demonstrating flexibility in approach and hours**

### **Desirable**

- **Non-medical prescribing qualification**
- **Motivational interviewing course accreditation**
- **Counselling skills or counselling qualification**
- **Teaching qualification**
- **Supervision competency**

