



OLDER ADULT COMMUNITY SERVICE

PERSON SPECIFICATION

JOB TITLE: Advanced Nurse Practitioner

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
TRAINING AND QUALIFICATIONS	<ul style="list-style-type: none">Registered Mental Health Nurse (NMC Registered)Evidence of post registration additional training.Practicing Non-Medical Prescriber/NMC registered.	<ul style="list-style-type: none">First Degree levelIndependent Nurse Prescriber	*Application form
KNOWLEDGE AND EXPERIENCE	<ul style="list-style-type: none">Significant experience of community mental health.Evidence of improving service quality.Successful track record of prompting, leading and implementing change programmes that drive up standards and service performance.History of holding responsibility and accountability for nursing decisions and empowering nurses to make difficult clinical decisions.Evidence of high levels of competence with written documentation.Evidence of achieving high standards regarding CPA documentation.	<ul style="list-style-type: none">Significant experience in mental health.Personal experience of mental health or experience through caring.Experience of working with regulatory bodies such as the NMC.Proven track record of successful strategic thinking.Experience of leading on audit and/or research activity related to clinical practice.	*Application form/ interview/ references



	<ul style="list-style-type: none">Evidence of building and maintaining effective relationships.		
SKILLS	<ul style="list-style-type: none">Demonstrate risk management skills.High level of communication skills and ability to collaborate effectively with the team and all other stakeholders.Resource management – the ability to develop team and individual key strengths through clinical and professional supervision.Ability to work in a pressured environment and manage competing priorities.To be able to lead the team effectively in team settings.Competent in IT systems and their use.Significant experience of administering IM injections.	<ul style="list-style-type: none">To have a track record of effective working with nurse education providers.Comprehensive range of nursing skills ranging from psychological therapies to medication management.	*Application form/ interview/ references
PERSONAL QUALITIES	<ul style="list-style-type: none">Demonstrates trust values in their approach and attitude to work life.Demonstrates behaviours in line with the BSMHFT Management Behaviour profiles.	<ul style="list-style-type: none">Desire to improve services.	*Application form/ interview/ references



	<ul style="list-style-type: none">• Evidence of commitment to developing a culture of care and compassion.• Support others in understanding people's mental health needs and how these can be addressed in their work.• Demonstrate experience of managing people in diverse functions.		
OTHER	<ul style="list-style-type: none">• Requirement to regularly travel round different Trust sites.• Contributes towards achieving national standards regarding CPA documentation.• Make sure own actions reduce risk to Health and Safety.• Perform hand hygiene to prevent the spread of infection.• Minimise and deal with aggressive and abusive behaviour.		*Assessment/ interview/ references

Prepared by : Hannah Kenny
Designation : Clinical Development Lead
Date : 16/02/2023

*Be specific regarding how/ when you will assess the required competencies. Delete if not applicable.