

Personal Specification: Senior Clinical Nurse Specialist CAMHS ED

		Essential	Desirable	Measure
Qualifications and knowledge	Registered Nurse with current NMC registration	E		A
	Post Graduate qualifications such as CBT-E, FBT, MANTRA	E		A
	Non-medical prescriber (V300)		D	A
	Evidence of continuous professional development at band 7/ Band 8	E	D	
	Completed an Advanced history taking and diagnostics programme or equivalent Masters level study		D	A
	Experience of delivering training		D	A
	Advanced level of knowledge relating to Eating Disorders, mental health and nursing practice in the CAMHS field	E	D	A
Experience	Significant Professional experience as a senior nurse in the field of CAMHS Eating Disorders	E		A/I
	Experience of working with adults with a range of eating disorders	D		A/I
	Experience of using MEED guidelines as part of risk assessment to formulate robust risk management plan.	E		A/I
	Demonstrates experience of clinical management and leadership as a senior nurse	E		A/I
	Demonstrates experience of multi-agency working including CSC, Safeguarding,	E		A/I

	<p>Education</p> <p>Experience in providing clinical supervision to health /social care professionals</p> <p>Experience of working across professional and organisational boundaries</p>	E		
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	Experience of working with service users and families to effect change/improve practice and patient experience	E		A/I
	Demonstrates an understanding of clinical governance within the NHS.			A/I
	Demonstrates an understanding of key national guidance/policy and can translate these into practice at local level	E		
	Experience of Quality Improvement and/or change management	E		A/I
	Experience of clinical audit			I
	Experience of using Quality Improvement I Methodologies and Interventions to support improvement, engagement and transformational change.	E		A/I
		E		
	Experience in reviewing, developing and implementing policies and procedures.			A/I
	Evidence of the ability to establish clear workload priorities, manage capability within a demanding work environment.		D	A/I
	Training and supporting staff and learners.			
	Strong leadership and presentational skills with the ability to command respect from and deal diplomatically with all stakeholders.			
	Experience of undertaking clinical/HR investigations or similar and report writing			

Attitude, Aptitude and personal Values	Demonstrates a commitment to the highest standards of professional practice	E		A/I
	Puts patients/service users and families first, and practices person centred care.	E		A/I
	Effective communication skills, using oral, written and other multimedia means such as e-mail, at all levels	E		A/I
	To achieve a sense of confidence and mutual respect and understanding when dealing with a variety of stake holders in difficult situations	E		A/I
	Manage time and prioritise to enable the post holder and others to achieve plans in a timely and organised manner. This is to be achieved in an environment of conflicting demands, and time pressure.	E		A/I
	Self-motivated and able to work autonomously to achieve agreed objectives.	E		A/I
	Excellent problem-solving skills, with the ability to innovate			
	Ability to coach and develop staff at all levels to assist them in reaching their full potential			
	Strong stakeholder management abilities in order to: <ul style="list-style-type: none"> - Build, develop and influence working relationships with all levels of the organization, and different staff groups. - build and develop working relationships with the STP, HEIs and other external agencies 			

	Assertive and confident	E		I
	Commands respect through results	E		A/I
	Clear thinking, decisive. Confident in making decisions, judgement and leading	E		A/I
Other	Able to travel between base (to be arranged) and venues throughout the Trust	E		

* A = Application Form, I = Interview, R = References