

**PERSON SPECIFICATION**

<b>JOB TITLE:</b>	Senior Community Mental Health Nurse in Complex Psychosis		
<b>DEPARTMENT:</b>	Community Mental Health Rehabilitation Pathway	<b>BAND:</b>	6

\*Assessed by: A = Application I = Interview R = References T = Testing

<b>ESSENTIAL CRITERIA</b>	*	<b>DESIRABLE CRITERIA</b>	*
<b>QUALIFICATIONS &amp; TRAINING</b>			
Registered mental health Nurse on NMC Register.	A	Leadership qualification/course	A
		BSc degree in nursing or equivalent level	A
Post-registration experience, evidence of formal courses and training at diploma/degree level.	A	Qualification/course in providing supervision	A
Conforms to NMC requirements	A	Psychological intervention Qualification including EMDR, CBT, CBTp, Family Interventions, CAT	A
		Registered Mentor	A/I
		Registered Sign off mentor for nurse students	A/I
<b>EXPERIENCE</b>			
Evidence of post registration experience working with adults experiencing complex severe and enduring mental health needs	A/I/R		
Experience of working with people who have difficulty in engaging with services and have complex mental health needs	A/I		
Experience of working in community setting and making decisions autonomously	A/I		

Experience of assessing, planning, co-ordinating and managing people with complex severe and enduring mental health problems in a community setting.	A/I		
Experience of integrating care delivery across multi-disciplinary /multi agency teams	A/I/R		
Experience of leading/contributing to Care Review Process	A/I/R		
Experience of presenting at local/national level	A/I		
Experience and ability to carry out clinical audit	A/I		
<b>SKILLS, KNOWLEDGE &amp; ABILITIES</b>			
Knowledge of the Mental Health NICE Guidelines and Long Term Plan	A/I		
Knowledge of NMC Code of Conduct	A/I		
Understanding of the principles of the Care Review Process and Community Care Act	A/I/R		
Demonstrate understanding of Equality and Anti-discriminatory practice	A/I/R		
Knowledge of other relevant local and national documents/drivers that affects practice	A/I		
Knowledge of the wide range of statutory independent and third sector service provision for adults with mental ill health	A/I		
Skills of assessing, planning and evaluating care, for people with mental health related difficulties, utilising the principles of Recovery	I		
Skilled in the assessment and management of clinical risk and developing and communicating appropriate risk management plans	A/I		
Knowledge and experience of holistic assessment of someone's mental ill health, strengths and needs and	A/I	Skilled in utilising specific assessments and outcome measures including; GAD7, PHQ9, CAARMS, PANNS, SWEMWBS,	A/I

appropriate nursing and multi-disciplinary and agency interventions.		Lunsers, GASS	
Ability to complete and interpret HONOS	A/I		
Ability to integrate the assessment, care planning and the review process for service users/carers in a sensitive manner	A/I		
A range of skills and knowledge to deliver evidence based interventions	A/I		
Knowledge of the physical health needs and monitoring requirements for people with severe and enduring mental illness	A/I		
Skilled in undertaking and interpreting physical health investigations and providing physical health promotion advice including: weight, BMI, blood pressure, smoking, alcohol, drugs (prescribed and non-prescribed)	A/I		
Knowledge of pharmacological interventions prescribed in mental health			
Skilled in the administration of pharmacological interventions	A/I		
Skilled in interventions to engage people that are difficult to engage	A/I		
Skilled in interventions to support concordance with treatment interventions	A/I		
Ability to demonstrate resilience and confidence in managing complex risk	A/I/R		
Knowledge of Mental Health Act, the Mental Capacity Act and DOLS	A/I		
Range of Interpersonal skills, (communication, listening, working collaboratively) maintaining good working relationships with service users/carers, other service providers and agencies	A/I		
Ability to manage staff/support workers and to incorporate management/leadership skills into practice including: promoting positivity, supporting innovation, management of performance, delegation and caseload and clinical supervision.	A/I		
Supervisory skills and knowledge to be	A/I		

able to provide clinical supervision			
Participate in Staff Appraisal and Performance Review	A/I		
Ability to work to agreed Quality Standards (CQUINS, CQC, MONITOR, NHSLA, NHS OUTCOMES and others)	I		
Accurate and timely recording and maintenance of information systems	A/I		
Ability to type into and read information from electronic records.	A/I		
Ability to manage conflict and complexity	A/I		
Ability to work flexibly and away from main base of other nursing staff/colleagues	A/I/R		
<b>PERSONAL ATTRIBUTES</b>			
Leadership skills, ability to motivate and influence others	A/I		
Team player, Integrity, Negotiation skills, good time management/organisation skills	A/I		
Ability to deliver difficult messages in a sensitive manner	A/I		
Credibility with others as a clinician and a leader	I/R		
Exemplary personal standards of conduct and behaviour	A/I/R		
Possesses values and beliefs that enables others to deliver services effectively	A/I/R		
A flexible attitude	A/I		
Access to suitably insured vehicle during working hours	A		
<b>Ability to demonstrate the positive application of our behaviours.</b>	<ul style="list-style-type: none"> <li>• Respectful</li> <li>• Honest and Trustworthy</li> <li>• Caring and Compassionate</li> <li>• Taking the time to talk and listen</li> <li>• Working together and leading by example</li> </ul>		

<b>JOB HOLDER</b>	<b>SIGNATURE</b>
	<b>DATE</b>
<b>MANAGER</b>	<b>SIGNATURE</b>
	<b>DATE</b>