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Job Title: Positive Behaviour Support Nurse Specialist

Band: 6

Department: Sandwell Behaviour Support Team, Learning Disabilities

All candidates will be considered on their ability to meet the requirements of this person specification.

E = Essential criterion for the role D = Desirable criterion for the role.

Attributes/Skills	Key Requirements	Criteria (E/D)
Education/Qualifications	<p>NMC registration – Learning Disabilities</p> <p>Training in Positive Behaviour Support</p> <p>Formal training in the application of behavioural approaches</p> <p>Ability to undertake additional specialist training in PBS</p> <p>Relevant training in teaching & assessing in clinical practice or equivalent</p>	<p>E</p> <p>D</p> <p>D</p> <p>E</p> <p>E</p>



Person specification - Positive Behaviour Support Nurse Specialist

<p>Experience</p>	<p>Experience of working in a community Learning Disability team with individuals with Learning Disabilities who present with complex and challenging needs.</p> <p>Experience of carrying and managing a complex caseload</p> <p>Experience of multidisciplinary working</p> <p>Experience of participation in audits, service evaluation and/or research in relevant clinical field.</p>	<p>E</p> <p>E</p> <p>E</p> <p>D</p>
<p>Knowledge</p>	<p>Demonstrable evidence of the application of behavioural approaches for adults with Learning Disabilities who present with complex and challenging needs</p> <p>Evidence of an understanding of legislative frameworks relevant to service delivery</p> <p>Demonstrable evidence of the ability to provide and receive positive direction and support</p> <p>Evidence of having utilised safe risk assessment processes.</p> <p>Evidence of the ability to provide services within the Positive Behaviour Support pathway.</p> <p>Ability to reflect on and critically appraise own performance.</p> <p>Ability to work under pressure and set priorities.</p> <p>Good computer skills, with ability to devise individualised accessible health information.</p> <p>Good presentation and training skills</p>	<p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>



Person specification - Positive Behaviour Support Nurse Specialist

<p>Skills/Personal qualities</p>	<p>Evidence of highly effective interpersonal and communication skills</p> <p>Demonstrable evidence of the application of behavioural approaches for adults with Learning Disabilities who present with complex and challenging needs</p> <p>Evidence of an understanding of legislative frameworks relevant to service delivery</p> <p>Able to travel independently to a range of locations across the Black Country</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>
<p>Trust Behaviours</p>	<ul style="list-style-type: none"> • Be caring and demonstrate compassion • Have the courage to take action • Communicate effectively • Treat Everyone as an individual • Be competent and professional 	<p>E</p>
<p>Other</p>	<p>Demonstrable commitment to the positive support of people with Learning Disabilities who present with complex and challenging needs.</p> <p>Demonstrable ability to work effectively with colleagues and on their own</p> <p>Demonstrable evidence of motivation to ensure high standards of care.</p>	<p>E</p> <p>E</p> <p>E</p>

