

**Lead Nurse / Band 6. Intensive Support Service.
St Andrews House, Derby.**

**PERSON SPECIFICATION
Updated January 2024**

Post: Band 6 IST Learning Disabilities Nurse 1. Attainments/Qualifications	Hours 37.5 per week
Essential <ul style="list-style-type: none"> • RNLD/ RMH • Post registration experience. • Evidence of continuing professional development. • Mentoring students/ Standards for Student Supervision and Assessment 	Desirable <ul style="list-style-type: none"> • Leadership qualification. • Courses at a degree level
2. Skills	
Essential <ul style="list-style-type: none"> • Excellent communication skills – both written & verbal. • Ability to effectively manage a caseload. • Leadership, time management & organisational ability. • Teaching and mentorship skills. • Computer skills. • Display a wide range of specialist clinical skills, for example, Positive Behaviour Support skills, functional analysis assessment skills, PACE/SCIP. • Ability to respond effectively to crisis situations in relation to mental health and /or challenging behaviours. • Ability to work in ways that reflect the Trust Values: Four values <p>Our vision is underpinned by four key values, which were developed in partnership with our patients, carers, colleagues and wider partners:</p> <ul style="list-style-type: none"> • People first – We work compassionately and supportively with each other and those who use our services. We recognise a well-supported, engaged and empowered workforce is vital to good patient care • Respect – We respect and value the diversity of our patients, colleagues and 	Desirable <ul style="list-style-type: none"> • Change management experience.

partners and for them to feel they belong within our respectful and inclusive environment

- Honesty – We are open and transparent in all we do
- Do your best – We recognise how hard colleagues work and together we want to work smarter, striving to support continuous improvement in all aspects of our work.

3. Knowledge/Experience	
Essential <ul style="list-style-type: none"> • Experience of working with people with learning disabilities/ASD • Experience of working with people with mental health needs. • Experience of working with people whose behaviour may challenge. • Experience of working within the Transforming Care Agenda. • Experience in developing and leading staff. • Good understanding of current nursing & national issues. • Advanced assessment skills. • Ability to carry out both planned and unplanned clinical work. • Experience and knowledge of completing Positive Behaviour Support Plans 	Desirable <ul style="list-style-type: none"> • Understanding of local need. • Advanced training in mental ill health. • Advanced training in challenging behaviours. • Experience of working in crisis situations.
4. Disposition	
Essential <ul style="list-style-type: none"> • Team player. • Leadership ability. • Ability to work successfully in a multi-professional/multi-agency setting. • Reliability. • Ability to respond to crisis situations at short notice. • Ability to cope with emotionally distressing situations and respond calmly, with sensitivity. 	Desirable
5. Circumstances/Special Demands of Post	
<ul style="list-style-type: none"> • Flexibility of working arrangements i.e. bank holidays, weekends/shift pattern including out of hours on call service. • Ability to travel within a timescale within Derby City and South Derbyshire both in planned and crisis situations. 	
6. Values	
<ul style="list-style-type: none"> • Respectful and build Trust • Compassionate • Be responsive, listen and positive • Dignity • Value & support other people • Engage and Encourage 	

- Value learning and innovation

The strategy is made up of...One vision

*'To make a positive difference in people's lives
by improving health and wellbeing'*