

Person Specification

**Job Title: Community Staff Nurse
(Health Visiting)**

**Division: Out of Hospital Care
Collaborative**

Job Requirements		Weighting
<p>QUALIFICATIONS/TRAINING</p> <ul style="list-style-type: none"> • Level of education • Professional qualifications • Vocational Training • Post basic qualifications • Training and learning programmes/courses 	<ul style="list-style-type: none"> • Must hold the qualification of RGN/RSCN Adult/Child Nurse. 	E
	<ul style="list-style-type: none"> • Must be willing to undertake further training as required, including the specialist practitioner course. 	E
	<ul style="list-style-type: none"> • Must be educationally trained to Level 6 	E
<p>EXPERIENCE</p> <ul style="list-style-type: none"> • Length and type of experience • Level at which experience gained 	<ul style="list-style-type: none"> • Must have post registration experience, minimum of 12 months. 	E
	<ul style="list-style-type: none"> • Must have experience of working with children, young people and /or families. 	D
	<ul style="list-style-type: none"> • Must have experience of working in teams 	E
	<ul style="list-style-type: none"> • Must be able to demonstrate knowledge of key performance indicators and how they influence service delivery 	E
<p>SKILLS/KNOWLEDGE</p> <ul style="list-style-type: none"> • Range and level of skills • Depth and extent of knowledge 	<ul style="list-style-type: none"> • Must be able to demonstrate ability to work collaboratively with children young people, families and other professionals 	E
	<ul style="list-style-type: none"> • Have an understanding and awareness of LSCP Child Protection policies and procedures. 	E
	<ul style="list-style-type: none"> • Must be able to support other team members to develop and apply their knowledge and skills. 	E
	<ul style="list-style-type: none"> • Must possess basic IT skills e.g. able to use Microsoft office/word 	E
	<ul style="list-style-type: none"> • Must be able to demonstrate ability to prioritise work delegated. 	E
	<ul style="list-style-type: none"> • Must have knowledge of the public health role within Health Visiting, and demonstrate issues affecting children & young people. 	E
	<ul style="list-style-type: none"> • Must be able to demonstrate an understanding of the need for 	E

	<p>confidentiality in all aspects of the work of the department.</p> <ul style="list-style-type: none"> • Must have knowledge of clinical supervision. 	E
<p>PERSONAL QUALITIES</p> <ul style="list-style-type: none"> • Sometimes called attributes 	<ul style="list-style-type: none"> • Ability to remain calm and focused under pressurised situations • Demonstrates compassion and empathy • Self-motivated and can motivate and inspire others • Embraces innovation and creativity • Professional presentation and communication style 	E E E E E
<p>OTHER JOB REQUIREMENTS</p> <ul style="list-style-type: none"> • Physical attributes • Specific job circumstances such as unsocial hours • Special requirements such as car driver 	<ul style="list-style-type: none"> • Must have a full driving licence, and access to a vehicle to undertake the community role • Must be willing to undertake a Disclosure & Barring Service check. • Must be legally entitled to work in this country • Must be prepared to work between 8am – 5:30pm • To be able to concentrate for prolonged periods of time during home visiting and clinic-based assessments. 	E E E E E

* Notes on Completion	
<p>JOB REQUIREMENTS The job requirements are in effect the person specification, in that they specify the person who could do the job competently.</p>	<p>WEIGHTING Please indicate for each criteria whether it is Essential or Desirable.</p>