

# PERSON SPECIFICATION

**OUR VISION: 'TO BE THE LEADING HEALTH AND WELLBEING SERVICE IN THE PROVISION OF MENTAL HEALTH AND COMMUNITY CARE'**

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**JOB TITLE: Community Specialise Health Nurse**

**DEPARTMENT: Community Specialist Health Team – Learning Disabilities**

Criteria for Selection	Essential	Desirable	Measurement Application Form - <b>AF</b> Interview - <b>IN</b> Assessment – <b>AS</b>
<b>Education/Qualifications</b>			<b>AF/IN/AS</b>
<ul style="list-style-type: none"> <li>Registration with NMC –RNLD.</li> </ul>	✓		
<ul style="list-style-type: none"> <li>Training in a specialist related field e.g. holistic assessment skills; mental health in people with learning disabilities; physical health in people with learning disabilities.</li> </ul>	✓		
<ul style="list-style-type: none"> <li>Masters degree or equivalent level of experience in a relevant area</li> </ul>		✓	
<ul style="list-style-type: none"> <li>Evidence of leadership skills or willingness to undertake a relevant programme.</li> </ul>		✓	

Knowledge			AF/IN/AS
<ul style="list-style-type: none"> <li>Knowledge of assessment and interpretation of client conditions.</li> </ul>	✓		
<ul style="list-style-type: none"> <li>Knowledge of a variety of models and approaches..</li> </ul>	✓		
<ul style="list-style-type: none"> <li>Understanding of Essex Learning Disability Partnership – the core services; Community Specialist Health and Community Link.</li> </ul>	✓		
<ul style="list-style-type: none"> <li>Knowledge of current legislation underpinning current practice.</li> </ul>	✓		
<ul style="list-style-type: none"> <li>Ability to analyse professional and ethical issues.</li> </ul>		✓	
<ul style="list-style-type: none"> <li>Knowledge of research methods including critical evaluation of evidence</li> </ul>		✓	
<ul style="list-style-type: none"> <li>Knowledge of Mental Health legislation; Mental Capacity Act and Liberty Safeguard Protection and; Safeguarding</li> </ul>		✓	
<ul style="list-style-type: none"> <li>Awareness of recent LeDeR reports; changes to policy and relevant recommendations and how this will influence service delivery</li> </ul>		✓	
<ul style="list-style-type: none"> <li>An understanding of STOMP and</li> </ul>		✓	

<p>the role of CSH in supporting the ongoing education of primary care, service users and their carers in the appropriate use of medication and alternative approaches to manage behaviours that challenge</p> <ul style="list-style-type: none"> <li>Awareness of local Primary Care Networks and Integrated Care Systems and how these influence service delivery.</li> </ul>		✓	
<p><b>Skills/Experience</b></p> <ul style="list-style-type: none"> <li>Literate in IT/Computer Skills</li> <li>Ability to demonstrate a high standard of communication skills, both verbal and written based on fluency on the English language</li> <li>Post registration experience.</li> <li>Documented evidence of continuing professional development.</li> <li>Experience of working in the community.</li> <li>Understanding of research and audit.</li> </ul>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		AF/IN/AS

<ul style="list-style-type: none"> <li>• Experience of multi-disciplinary team working.</li> </ul>	✓		
<ul style="list-style-type: none"> <li>• Experience in the development and implementing treatment plans.</li> </ul>	✓		
<ul style="list-style-type: none"> <li>• Understanding of how interpersonal skills motivate, reassure and promote recovery.</li> </ul>	✓		
<ul style="list-style-type: none"> <li>• Ability to work with and through others to empower individuals to achieve independence.</li> </ul>	✓		
<ul style="list-style-type: none"> <li>• Ability to reflect on and use evidence to develop best practice.</li> </ul>	✓		
<ul style="list-style-type: none"> <li>• Experience of managing multiple and complex tasks.</li> </ul>	✓		
<ul style="list-style-type: none"> <li>• Ability to plan, organise and prioritise own workload.</li> </ul>	✓		
<ul style="list-style-type: none"> <li>• Ability to develop and establish good working relationships with clinical and non-clinical colleagues.</li> </ul>	✓		
<ul style="list-style-type: none"> <li>• Ability to work flexibly and adapt to changing environments.</li> </ul>	✓		
<ul style="list-style-type: none"> <li>• Ability to hold difficult conversations including End of</li> </ul>	✓		

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<p>Life care planning and DNACPR.</p> <ul style="list-style-type: none"> <li>• Experience of working with people with complex Learning Disabilities and Mental Health problems/Physical Health problems</li> <li>• Experience in the management of complex cases.</li> <li>• Experience of applying a variety of specialist treatment interventions.</li> <li>• Experience of teaching and training junior staff.</li> <li>• Membership of special interest group.</li> <li>• Ability to integrate theory and practice and demonstrate creative problem solving.</li> <li>• Ability to read analyse and interpret information quickly and effectively.</li> </ul>		<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	
<p><b>Personal Qualities</b></p> <ul style="list-style-type: none"> <li>• Shares the Trust's Beliefs and models this in their attitude and behaviour:</li> <li>• Ensures that the organisational values of open, compassionate</li> </ul>	<p>✓</p> <p>✓</p>		<p><b>AF/IN/AS</b></p>

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<p>and empowering are demonstrated by self and others every day and that any matters of concern are addressed in a timely way, either directly; or raised with the relevant Line Manager; or through the relevant processes within the Trust as appropriate.</p> <ul style="list-style-type: none"> <li>• A commitment to improving service user experience and improving health outcomes.</li> <li>• Ability to present a confident professional persona.</li> <li>• Assertive and positive attitude.</li> <li>• Awareness of and ability to communicate strategic direction.</li> </ul>	<p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p>	
<p><b>Additional Qualities</b></p> <ul style="list-style-type: none"> <li>• Fitness Analysis as appropriate</li> <li>• Current driving licence and access to a car</li> <li>• Ability to travel across sites and across Trust boundaries to attend meetings, etc.</li> </ul>	<p>✓</p> <p>✓</p> <p>✓</p>		<p><b>AF/IN/AS</b></p>

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