

EMPLOYEE SPECIFICATION FOR THE POST OF CAMHS CLINICAL NURSE SPECIALIST/ SENIOR SPECIALIST PRACTITIONER

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation

Attribute	Essential	Weight	Desirable	Weight	How Identified
Values and Behaviours	<ul style="list-style-type: none"> All colleagues are expected to demonstrate that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: Trust Honesty Respect Compassion Teamwork All colleagues are expected to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion (EDI) and how it applies to their role. The Trust's expectations are highlighted within our EDI Policy, and associated EDI and Human Rights legislation 				
Physical requirements	Ability to move across acute hospitals and trust and community site.	2			Application form/ interview
Qualifications - Academic / Professional	Appropriate professional registered qualification e.g. RMN, Social Worker or equivalent qualification and membership of a registered statutory body e.g. NMC.	2			Application form & interview
	Post basic qualification in Child and Adolescent Mental Health or relevant experience to master's level or equivalent	2		2	

Attribute	Essential	Weight	Desirable	Weight	How Identified
	Qualification in teaching/supervision and mentoring of students	2			
Training	To have undertaken statutory child safeguarding training or be willing to prior to commencement of the post.	2	Sign-off mentor training CPA and/or EHAF training	2	Application form & interview
	Further training/qualification in psychological therapies e.g. family therapy, cognitive behavioural therapy, group work	2	Further or non-statutory child safeguarding children training	2	
			Further or non-statutory vulnerable adults safeguarding training	2	
Experience	Extensive experience of working therapeutically at Band 6 (or equivalent/ above) with children and young people and families within a Community CAMHS setting using a range of clinical interventions appropriate to the needs of users of the service which are evidence based.	2	Working within Tier 4 CAMHS or CAMHS Crisis / Liaison or Home Treatment or equivalent services	2	Application form and Interview
	Extensive experience of working with young people and their families who have experienced a range of mental health problems (Including psychotic illness, eating disorders, depressive disorders, anxiety, and obsessive-compulsive disorders)	2			
	Care co-ordinating care plans.	2			
	Extensive experience of risk assessment and risk management. To demonstrate ability to carry out highly competent clinical assessments including mental state assessments and risk assessments and develop a formulation of their problems.	2			

Attribute	Essential	Weight	Desirable	Weight	How Identified
	<p>An ability to apply a crisis management approach to complex clinical situations.</p> <p>Extensive experience of multi agency working including education, health and social care.</p> <p>Experience of providing clinical supervision in relation to complex cases to junior staff and peers.</p> <p>Delivering consultation within CAMHS and other agencies.</p> <p>Experience of audit, research and analytical skills.</p> <p>Demonstrates experience of providing care that is sensitive to the needs of minority groups.</p> <p>An ability to manage and contain the anxiety of other professionals.</p> <p>Extensive experience of involvement: communicating with service users/carers to reflect on and develop services.</p> <p>Demonstration of leadership skills within CAMHS.</p>	<p>2</p> <p>2</p> <p>2</p> <p>2</p> <p>2</p> <p>2</p> <p>2</p> <p>2</p>			
Knowledge	<p>Understanding and working knowledge of the CAMHS system.</p> <p>Understanding of attachment and early developmental issues</p> <p>Knowledge and experience of the provision of mental health assessment</p>	<p>2</p> <p>2</p> <p>2</p>	<p>Knowledge of the key strategies and policies affecting child and adolescent mental health services including Standard 9 of the National Service Framework, Every Child Matters, National CAMHS Review</p>	2	<p>Application form and Interview</p>

Attribute	Essential	Weight	Desirable	Weight	How Identified
	<p>for young people.</p> <p>Working knowledge and experience of the provision of therapeutic approaches and interventions with children, young people and their families.</p> <p>Knowledge of other agencies systems e.g., AMH, Social Care</p> <p>Working knowledge and experience of relevant legislation regarding young people.</p> <p>Extensive knowledge of complex mental health difficulties that affect children, young people and the impact on their families/carers.</p> <p>Working knowledge and experience of safeguarding policies and procedures.</p>	<p>2</p> <p>2</p> <p>2</p> <p>2</p> <p>2</p> <p>2</p>	<p>More recently the crisis care concordat and 'our future in mind'</p> <p>Knowledge of how these are located into a wider strategic picture of child health and well-being.</p>	<p>2</p> <p>2</p> <p>2</p>	
Skills	<p>Ability to work autonomously whilst being able to work as an integral part of the MDT.</p> <p>Ability to utilise electronic data recording systems.</p> <p>To be able to prioritise work load.</p> <p>To maintain accurate case records in line with Nottinghamshire Healthcare Trust policies and procedures.</p> <p>Advanced skills in communicating highly complex and sensitive information to young people and their families/carers.</p> <p>The ability to communicate highly complex clinical issues to large groups</p>	<p>2</p> <p>2</p> <p>2</p> <p>2</p> <p>2</p> <p>2</p>			Application form and Interview

Attribute	Essential	Weight	Desirable	Weight	How Identified
	<p>of professionals.</p> <p>Ability to develop and maintain good working relationships with young people and their families, clinical peers and other professionals.</p> <p>Ability to recognise and act upon issues relating to equality of opportunity and anti-discriminatory practice.</p>	<p>2</p> <p>2</p>			
Contractual Requirements	<p>Evidence of motivation and achievement of professional goals – PAD.</p> <p>A full UK driving licence and vehicle for business use is required for this post; however reasonable adjustments will be made for disabled individuals in line with the Equality Act 202.</p> <p>Be subject to/undertake CRB checks as required by Trust policy/procedure.</p>	<p>2</p> <p>2</p> <p>2</p>			Application form

PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT