

## PERSON SPECIFICATION

**Job Title: Clinical Nurse Specialist**

**Department: SLDS**

**Date last reviewed: Jan 2024**

CRITERIA	ESSENTIAL	DESIRABLE
<p><b>QUALIFICATIONS/EDUCATION/TRAINING</b></p> <p>Registered Learning Disability Nurse</p> <p>Mentoring / Practice Assessor / Practice Supervisor training</p> <p>Additional areas of training through short courses</p> <p>Post Graduation courses</p> <p>Membership of professional bodies</p>	<p>A/I/T</p> <p>x</p> <p>x</p>	<p>A/I/T</p> <p>x</p> <p>x</p> <p>x</p>
<p><b>PREVIOUS EXPERIENCE</b></p> <p>At least 2 years experience working in an inpatient or community setting with service users who have a Learning Disability</p> <p>Experience in working within Multi-disciplinary Teams and inter-agency working</p> <p>Day to day management of staff at supervisory level.</p> <p>Experience of working with service users with Challenging Behaviour, Epilepsy, and Mental Ill Health.</p> <p>Experience / Knowledge of Positive Behavioural Support process</p>	<p>A/I/T</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p>	<p>A/I/T</p> <p>x</p>

<b>SKILLS/KNOWLEDGE/ABILITY</b>	A/I/T	A/I/T
Knowledge of health related practice, policy and legal requirements for the health needs of individuals with a Learning Disability	x	
Have an understanding of what is meant by reasonable adjustment.	x	
To have knowledge, experience, and continuing demonstrable interest in learning disability nurse development.	x	
Knowledge and skills in teaching and presentation of clinical skills.	x	
Plan deliver and review interventions to enable people to learn and reach their full potential.	x	
Review others performance by acting as a mentor / supervisor / practice assessor	x	
To act as a role model and maintain professional boundaries working within the framework of the NMC	x	
Be able to co-ordinate and delegate work by leading / managing a shift	x	
Understand of how auditing is a part of performance review and improving clinical practice and be able to identify / contribute in areas of Quality and service Development	x	
Knowledge and skills in Risk Assessment and Positive Risk Taking.	x	
Ability to undertake nursing assessments and to devise, implement and evaluate care plans.	x	
Be able to identify your own development and learning needs using a variety of ways	x	
<b>COMMUNICATION SKILLS</b>		
Develop and maintain communication with people about difficult matters and /or difficult situations	x	
Be able to use a variety of methods to communicate with others ie spoken, written and electronic	x	
Have highly developed skills in the use of non verbal communication	x	
<b>ANALYTICAL SKILLS</b>	x	
Demonstrate decision making skills in routine practice and in a crisis situation	x	

Be able to reflect and learn from difficult situations and adapt practice accordingly	x	
<b>PHYSICAL SKILLS</b>		
<i>*Car driver (unless you have a disability as defined by the Equality Act 2010 which prevents you from driving) Have access to a car for work purposes</i>	x	
<i>Be able to sit for long periods and use a computer / laptop or drive a car</i>	x	
<i>To be physically fit enough to complete the RESPECT training</i>	x	
<b>PHYSICAL EFFORT</b>		
Be able to travel to a variety of settings within a working day. e.g. in patient homes, different community hubs	x	
Will need to be able to transport laptops and other electronic items from one base to another and identify the availability of moving and handling equipment to assist.	x	
Applicants who have a disability should still be shortlisted regardless of any “physical” strength if there is a ‘reasonable’ adaptation that can be made to the post.		
<b>MENTAL EFFORT</b>		
Regular requirement to concentration, frequency and consequences of interruptions.	X	
To be able to work in an open plan office		
To be able to identify potentially risky situations which may arise	X	
To be able to quickly respond to challenging situations	X	
<b>EMOTIONAL EFFORT</b>		
Regular requirement to deal with distressing or emotionally charged situations.	X	
Be able to recognise your own well being and identify support when needed	X	
Ability to work over a 7 day rota within the hours of 9am to 9pm during weekdays and 9am to 5pm on weekends and bank holidays	x	

ADDITIONAL INFORMATION	A/I/T	A/I/T
<p><b>Values/Motivational/Personal Qualities/Diversity</b></p> <p><b>Adhere to Trust Values as below:</b></p> <ul style="list-style-type: none"> <li>• Welcoming</li> <li>• Kind</li> <li>• Positive</li> <li>• Respectful</li> <li>• Professional</li> </ul> <p>Promote equality and value diversity</p>	<p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p>	

**A- Application Form**

**I – Interview**

**T – Test**



**Template: July 2023**