

PERSON SPECIFICATION

| | | | |
|--------------------|---|--------------|---|
| JOB TITLE: | Senior Community Mental Health Nurse in Complex Psychosis | | |
| DEPARTMENT: | Community Mental Health Rehabilitation Pathway | BAND: | 6 |

*Assessed by: A = Application I = Interview R = References T = Testing

| ESSENTIAL CRITERIA | * | DESIRABLE CRITERIA | * |
|---|-------|---|-----|
| QUALIFICATIONS & TRAINING | | | |
| Registered mental health Nurse on NMC Register. Post-registration experience, evidence of formal courses and training at diploma/degree level. Conforms to NMC requirements | A | Leadership qualification/course | A |
| | | BSc degree in nursing or equivalent level | A |
| | A | Qualification/course in providing supervision | A |
| | A | Psychological intervention Qualification including EMDR, CBT, CBTp, Family Interventions, CAT | A |
| | | Registered Mentor | A/I |
| | | Registered Sign off mentor for nurse students | A/I |
| EXPERIENCE | | | |
| Evidence of post registration experience working with adults experiencing complex severe and enduring mental health needs | A/I/R | | |
| Experience of working with people who have difficulty in engaging with services and have complex mental health needs | A/I | | |
| Experience of working in community setting and making decisions autonomously | A/I | | |

| | | | |
|--|-------|---|-----|
| Experience of assessing, planning, co-ordinating and managing people with complex severe and enduring mental health problems in a community setting. | A/I | | |
| Experience of integrating care delivery across multi-disciplinary /multi agency teams | A/I/R | | |
| Experience of leading/contributing to Care Review Process | A/I/R | | |
| Experience of presenting at local/national level | A/I | | |
| Experience and ability to carry out clinical audit | A/I | | |
| SKILLS, KNOWLEDGE & ABILITIES | | | |
| Knowledge of the Mental Health NICE Guidelines and Long Term Plan | A/I | | |
| Knowledge of NMC Code of Conduct | A/I | | |
| Understanding of the principles of the Care Review Process and Community Care Act | A/I/R | | |
| Demonstrate understanding of Equality and Anti-discriminatory practice | A/I/R | | |
| Knowledge of other relevant local and national documents/drivers that affects practice | A/I | | |
| Knowledge of the wide range of statutory independent and third sector service provision for adults with mental ill health | A/I | | |
| Skills of assessing, planning and evaluating care, for people with mental health related difficulties, utilising the principles of Recovery | I | | |
| Skilled in the assessment and management of clinical risk and developing and communicating appropriate risk management plans | A/I | | |
| Knowledge and experience of holistic assessment of someone's mental ill health, strengths and needs and | A/I | Skilled in utilising specific assessments and outcome measures including; GAD7, PHQ9, CAARMS, PANNS, SWEMWBS, | A/I |

| | | | |
|--|-------|---------------|--|
| appropriate nursing and multi-disciplinary and agency interventions. | | Lunsers, GASS | |
| Ability to complete and interpret HONOS | A/I | | |
| Ability to integrate the assessment, care planning and the review process for service users/carers in a sensitive manner | A/I | | |
| A range of skills and knowledge to deliver evidence based interventions | A/I | | |
| Knowledge of the physical health needs and monitoring requirements for people with severe and enduring mental illness | A/I | | |
| Skilled in undertaking and interpreting physical health investigations and providing physical health promotion advice including: weight, BMI, blood pressure, smoking, alcohol, drugs (prescribed and non-prescribed) | A/I | | |
| Knowledge of pharmacological interventions prescribed in mental health | | | |
| Skilled in the administration of pharmacological interventions | A/I | | |
| Skilled in interventions to engage people that are difficult to engage | A/I | | |
| Skilled in interventions to support concordance with treatment interventions | A/I | | |
| Ability to demonstrate resilience and confidence in managing complex risk | A/I/R | | |
| Knowledge of Mental Health Act, the Mental Capacity Act and DOLS | A/I | | |
| Range of Interpersonal skills, (communication, listening, working collaboratively) maintaining good working relationships with service users/carers, other service providers and agencies | A/I | | |
| Ability to manage staff/support workers and to incorporate management/leadership skills into practice including: promoting positivity, supporting innovation, management of performance, delegation and caseload and clinical supervision. | A/I | | |
| Supervisory skills and knowledge to be | A/I | | |

| | | | |
|--|---|--|--|
| able to provide clinical supervision | | | |
| Participate in Staff Appraisal and Performance Review | A/I | | |
| Ability to work to agreed Quality Standards (CQUINS, CQC, MONITOR, NHSLA, NHS OUTCOMES and others) | I | | |
| Accurate and timely recording and maintenance of information systems | A/I | | |
| Ability to type into and read information from electronic records. | A/I | | |
| Ability to manage conflict and complexity | A/I | | |
| Ability to work flexibly and away from main base of other nursing staff/colleagues | A/I/R | | |
| PERSONAL ATTRIBUTES | | | |
| Leadership skills, ability to motivate and influence others | A/I | | |
| Team player, Integrity, Negotiation skills, good time management/organisation skills | A/I | | |
| Ability to deliver difficult messages in a sensitive manner | A/I | | |
| Credibility with others as a clinician and a leader | I/R | | |
| Exemplary personal standards of conduct and behaviour | A/I/R | | |
| Possesses values and beliefs that enables others to deliver services effectively | A/I/R | | |
| A flexible attitude | A/I | | |
| Access to suitably insured vehicle during working hours | A | | |
| Ability to demonstrate the positive application of our behaviours. | <ul style="list-style-type: none"> • Respectful • Honest and Trustworthy • Caring and Compassionate • Taking the time to talk and listen • Working together and leading by example | | |

| | |
|-------------------|------------------|
| JOB HOLDER | SIGNATURE |
| | DATE |
| MANAGER | SIGNATURE |
| | DATE |