

## PERSON SPECIFICATION

The person specification must detail the level at which a person should have reached before you recruit them. You should use the dimensions and levels for the second gateway subset of the relevant KSF outline to assist with developing the person specification.

Successful candidates **MUST** have the potential to achieve the knowledge and skills requirements of their second gateway.

### Community Mental Health Nurse Band 6

Requirements	Essential	Desirable
Qualifications	RMN or Dip/Bsc (Hons) in Mental Health Nursing  ENB 998/Preceptorship and Mentorship	ENB 812/Bsc in Specialist Community Nursing Practice (Mental Health).  Psychosocial interventions

Experience and Attainments	<p>Experience of working in a range of settings relevant to the post</p> <p>At least 2 years of post registration experience with at least one year at Band 5.</p> <p>Experience of working in acute mental health inpatient/day care services</p> <p>Experience of working in situations of crisis and emotionally demanding environments.</p> <p>Experience and knowledge of safeguarding process</p> <p>Experience of teaching and training</p> <p>Experience and knowledge of working in a multi-ethnic community</p> <p>Experience of delivering evidence based care</p>	Experience of working with acute mental health problems in a community setting.
Knowledge	Up to date knowledge of relevant legislation, ethical issues, strategic frameworks and current guidelines	Knowledge of parenting literature and its application.
	<p>regarding the range of presenting problems in adult mental health, their implications for both practices and clinical management</p> <p>Professional Code of Conduct</p> <p>Evidence of continuing professional development</p> <p>Clinical risk assessment and management in a community setting.</p>	<p>Ability to teach and train others using multi-media materials suitable for presentation.</p> <p>Knowledge of current developments in research with service user group</p>

<p>Skills and Aptitudes</p>	<p>Skills to use and give supervision effectively</p> <p>Skills in the use of complex methods of assessment and treatment of individual, couples, and families requiring sustained and intense concentration.</p> <p>Skills in applying theory to practice and ability to use a range of models in formulating community care plans.</p> <p>Ability to communicate effectively within a multi-professional team.</p> <p>Ability to work with diverse communities in a wide variety of contexts.</p> <p>Ability to provide and receive complex, sensitive or contentious information where persuasive, empathic and reassuring skills are required</p> <p>Ability to deal sensitively with stressful situation including; staff and organisational problems; safeguarding; family breakdown; serious mental ill health and risk of self-harm.</p> <p>Ability to cope with verbal abuse and to recognise and diffuse potential physical abuse from service users.</p>	<p>Substantial IT skills</p>
	<p>Ability to apply practice governance as appropriate to maintain ethical and effective clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.</p> <p>Assessing and monitoring physical health care</p>	

Communication and People Skills	<p>Able to communicate effectively, orally and in writing at an age-appropriate level – complex, technical, and/or clinically sensitive information to service users, their families, carers and professionals within and outside the NHS</p> <p>Ability to work flexibly across service boundaries.</p> <p>Ability to contain and work with organisational stress and ability to hold the stress of others.</p> <p>Respectful approach to service users, families, carers, colleagues and other professionals</p>	
Organisational skills	<p>Ability to maintain high standards of record keeping, including data entry and recording.</p> <p>Ability to work autonomously, setting appropriate goals in accordance with professional, ethical guidelines and Trust policies.</p>	
Other	<p>Disclosure and Barring approval (formally CRB check)</p> <p>Confident to work autonomously in the community and use own initiative to make decisions in complex situations.</p> <p>Able to travel independently across the Trust</p>	

