

PERSON SPECIFICATION

Job Title: Sexual Health Adviser

WEIGHTING

Criteria in each section are ranked in order of importance 3 – 1, with 3 being the most important

SHORTLISTING CRITERIA – using Application Form and accompanying information





Each candidate will be scored against the person specification as follows:

3 points = fully meets or exceeds the criteria

2 points = significantly meets criteria, although falls short on minor aspects

1 point = partially meets criteria, but falls short on key aspects

0 point = does not meet criteria

CATEGORY	CRITERIA	Weight (must be Completed)	HOW ASSESSED (must be completed)
1.Values:-  Collaborate  Aspire  Respect  Enable	Communicates openly, honestly and professionally, and actively promotes team working and building strong working relationships	3	All values must be assessed at the interview/ assessment stage using various methods e.g. open questions and scenarios
	Patients are always first. Drives service improvements. Strong self-awareness with a desire to grow.	3	
	Treats all with compassion and kindness. Ensures everyone feels valued.	3	
	Consults others and listens to their views/opinions. Enables others to take the initiative	3	

CATEGORY	CRITERIA	Weight	HOW ASSESSED
2. EDUCATION, QUALIFICATIONS & TRAINING eg Education, professional qualifications	Registered Nurse (level 1)	3	Application form
	Foundation STIF Course or evidence of similar education	3	Application form
	Experience in motivational interviewing/behaviour change	3	Application form
	NDRSRH or evidence of post graduate contraception qualification	2	Application form & interview
	Qualification in Teaching and assessing eg 997/8 or Mentorship course	2	Application form
	Evidence of post graduate study in HIV	1	Application form
3. EXPERIENCE eg Breadth of occupational experience	Current experience in a level 3 sexual health service working as health adviser	3	Application form
	Able to counsel service users on all available methods of contraception with reference to best evidence of care	3	Application form & interview
	Able to present sexual health information, especially in relation to infections, in an effective and accessible manner	3	Application form & interview
	Phlebotomy skills or willing to develop	3	Application form

	Understanding of current national and local sexual health issues	3	Application form
	Experience of working to PGD's	3	Application form
	Previous experience as a team/shift leader	3	Application form
	Experience of implementing/updating policies and guidelines	3	Application form & interview
	Experience of working collaboratively with other teams and agencies	3	Application form
	Experience of safeguarding vulnerable children and adults	2	Application form
	Previous experience in research/audit	2	Application form

4. SKILLS, ABILITIES & KNOWLEDGE e.g., Communication skills, excellent organisation skills, keyboard skills, high motivation, Special knowledge requirements e.g. NMC Code of Conduct, regulations etc.	Clear concise verbal and written communication to ensure effective liaison with patients and multidisciplinary team	3	Application form & interview
	Ability to provide an empathic approach when imparting highly sensitive information	3	Application form
	Able to work collaboratively with patients to achieve public health goals whilst maintaining a patient centred focus	3	Interview
	Computer skills, ability to use Microsoft word, excel documents and healthcare databases.		
	Presentation skills	3	
5. SPECIAL CIRCUMSTANCES e.g., Ability to work internal rotation	Flexible working to meet service and patient needs	3	Application form and interview
	Ability to travel between service sites as required by service	3	Application form and interview
	Able to work variable shift pattern including evenings	3	Application and interview