

# Person Specification

Please note if you do not meet all the criteria listed in the person specification, we encourage you to still apply and development needs can be discussed at the interview.

Demonstration of Trust Values	Essential	Desirable	Measurement
<ul style="list-style-type: none"> <li>• Putting people first</li> <li>• Prioritising quality</li> <li>• Being progressive, innovative, and continually improve</li> <li>• Being professional and honest</li> <li>• Promoting what is possible, independence, opportunity, and choice</li> </ul>	✓		Application Form Interview Assessment

Qualifications	Essential	Desirable	Measurement
NVQ level 2 or equivalent standard of literacy and numeracy	✓		Application Form Interview Assessment
Registered Nurse first level	✓		Application Form Interview Assessment
Have or working towards master's level degree or equivalent ability in relevant field		✓	Application Form Interview Assessment
Current registration with NMC	✓		Application Form Interview Assessment
Registered Health Visitor/School		✓	Application Form Interview

Nurse/Community Nurse/CAMHS qualification			Assessment
Significant experience post registration working within community healthcare	✓		Application Form Interview Assessment
Teaching/Mentoring Qualification/working towards	✓		Application Form Interview Assessment
Evidence of CPD	✓		Application Form Interview Assessment
Leadership Programme	✓		Application Form Interview Assessment

Experience & Knowledge	Essential	Desirable	Measurement
Have significant clinical experience of the health needs of children and young people and the health needs of looked after children	✓		State measurement i.e. Application Form Interview Assessment
Current legislation and guidance in relation to Looked After Children and Safeguarding Children	✓		Application Form Interview Assessment
Evidence of expertise in the needs of children in care with attachment disorders, disabilities, and those whose first language	✓		Application Form Interview Assessment

is not English			
Experience of interagency working	✓		Application Form Interview Assessment
Clinical knowledge of the principles underpinning effective Child Protection practice	✓		Application Form Interview Assessment
Have a comprehensive understanding of policies and Government documents relating to the health and well-being of Children in Care.	✓		Application Form Interview Assessment
Providing clinical / management supervision	✓		Application Form Interview Assessment
Managing vulnerable caseload	✓		Application Form Interview Assessment
Have proven negotiation and leadership skills	✓		Application Form Interview Assessment
Audit experience	✓		Application Form Interview Assessment
Undertaking Report Writing	✓		Application Form Interview Assessment
Experience of Development of guidelines and policies	✓		Application Form Interview Assessment

Experience of Teaching	✓		Application Form Interview Assessment
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Skills	Essential	Desirable	Measurement
Basic awareness of IT and IT skills	✓		Application Form Interview Assessment

Personal Qualities	Essential	Desirable	Measurement
To be approachable	✓		Application Form Interview
Ability to develop effective working relationships with all agencies	✓		Application Form Interview Assessment
Attention to detail	✓		Application Form Interview Assessment
Recognise the limitations within role	✓		Application Form Interview Assessment
Ability to exercise initiative	✓		Application Form Interview Assessment
Self-motivated	✓		Application Form Interview Assessment

Other	Essential	Desirable	Measurement
To be able to travel efficiently throughout the area	✓		Application Form Interview
Prepared to work flexibly	✓		Application Form Interview Assessment