

## PERSON SPECIFICATION

**Job title:** Community Dementia Nurse/Practitioner – Managing Memory Together  
**Job code:** XXX  
**Band:** 6  
**Location:** Park House - Stroud  
**Accountable to:** Team Manager — Community Dementia Nurse and Practitioner service

QUALIFICATIONS	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
NMC, Register First Level Nurse, HCPC registration	Essential	NMC register
Evidence of continued professional development	Essential	Application form
Teaching and assessing qualification	Essential	Qualification detailed on application
Evidence of formal post registration learning	Desirable	
Diploma in relevant subject area or equivalent	Desirable	
Experience of applying psychosocial interventions with people with dementia	Desirable	
Professionally educated to Degree Level	Desirable	

LENGTH AND / OR NATURE OF EXPERIENCE	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Post Registration Experience of working with Dementia	Essential	work history on application
Experience and application of research and evidence based practice	Essential	Summary of roles and responsibilities on application
Experience of teaching and assessing	Essential	Supporting information
Experience of management and leadership	Essential	
Experience of team working in a Community.	Essential	
Experience of managing a designated caseload	Essential	
Experience of facilitating groups	Essential	
Working knowledge of the complex needs of older people with dementia	Essential	

Experience of participating in service development	Desirable	
Experience in a range of mental health settings	Desirable	
Involvement in recruitment and selection	Desirable	
Working knowledge of Microsoft Office packages, e.g. Word, Excel, PowerPoint, Publisher and Outlook	Desirable	

PROFESSIONAL / MANAGERIAL / SPECIALIST KNOWLEDGE	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Excellent clinical assessment skills	Essential	
Awareness and understanding of contemporary development in mental health care particularly dementia	Essential	
Sound evidence based knowledge of the management of people with dementia and mental health needs	Essential	
Mentor for students	Essential	
Sound knowledge person centred care and principles of social inclusion. Up to date statutory and mandatory training	Essential	
Awareness of legal and statutory framework including Mental Capacity Act, Mental health Act and Safeguarding.	Essential	
Competent in assessment and care management and trust wide risk procedures	Essential	
Knowledge of the principles of group work		
Demonstrate existing continuing professional development and willingness to continue	Desirable	

PERSONAL SKILLS ABILITIES AND ATTRIBUTES	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Approachable and flexible	Essential	Work history and summary of post
Excellent communication skills (written and verbal)	Essential	Supporting information
Be able to prioritise tasks and manage time effectively	Essential	

Ability to work under pressure	Essential	
Ability to assimilate new concepts and approaches to care	Essential	
Ability to engage positively with service users	Essential	
Ability to work effectively as a team member	Essential	
An Ability to work with people in a collaborative way	Essential	
Presentation skills	Essential	
Manage challenging situations	Essential	
Time management and ability to prioritise	Essential	
Demonstrate problem solving in complex situations	Essential	
Commitment to Continuing Professional Development. Ability to undertake all statutory and mandatory training including Positive Behavioural Management (PBM)/Breakaway (subject to Occupational Health clearance)	Essential	
Working knowledge of Microsoft Office packages e.g. Word, Excel, PowerPoint, Publisher and Outlook	Desirable	

OTHER REQUIREMENTS	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Flexibility with working hours and with working across localities	Essential	Supporting information
Able to attend and participate in all mandatory and statutory training events	Essential	Work history summaries
Ability to work in other areas of the service as required	Essential	
Ability to travel around the locality as requested, independently and efficiently. (If you have a full driving licence there will be an expectation to drive trust vehicles where required)	Essential	
Ability to work alone or as part of a team	Essential	
Input and access information using IT	Essential	
The post holder will wear a GHC uniform Ability to undertake all statutory and mandatory training Positive Behavioural Management (PBM)/Breakaway (subject to Occupational Health clearance)	Essential	