



PERSON SPECIFICATION

Post Title: Child Development CNS

Band: 6

Department, Location: Bradford Teaching Hospitals

An Equal Opportunity Employer

Bradford Teaching Hospitals NHS Foundation Trust positively welcomes applications from Disabled People and will make reasonable adjustments to posts in compliance with the Equality Act 2010.

E or D indicates whether a selection criterion is 'Essential' to the job role or 'Desirable'.

As a minimum a candidate must meet the essential criteria for the post to be recruited.

Experience	How Identified	E/D
Significant post-registration experience	Application Form/Interview	E
Experience of working with children and families with complex needs/ disability/ SEND	Application Form/Interview	E
Experience of working in a multi-cultural environment.	Application Form/Interview	E
Experience of assessment, development, implementation and evaluation of programmes of care for patients/service-users/staff demonstrating knowledge of specific needs	Application Form/Interview	E
Experience of carrying out clinical audit	Application form/Interview	E
Experience of contributing to policy development	Application form/Interview	E
Experience of imparting complex advice	Application form/Interview	E
Experience of working in an MDT and across organisational and professional boundaries	Application Form/Interview	E
Experience of managing another colleague	Application Form/Interview	D

Skills <i>Includes; Analytical & judgemental Skills, Communication & Relationship Skills, Physical Skills,</i>	How Identified	E/D
Excellent interpersonal and communication skills	Interview	E
Report writing / Presentation skills	Application Form/Interview	E
Highly computer literate – ability to use Word/Excel/PowerPoint, etc.	Application Form	E
Clinical credibility	Application Form/Interview	E
Clinical skills specific to neurodiversity	Application Form/Interview	E
Ability to work as part of a team and provide leadership	Application Form/Interview	E
Organised approach to work with ability to prioritise and delegate	Application Form/Interview	E
Mentoring, advanced communication and counselling skills	Application Form/Interview	E
Excellent time management and organisation skills	Application Form/Interview	E
Proven skills in teaching individuals and small groups	Application Form/Interview	E

Knowledge <i>Includes; Knowledge & Training</i>	How Identified	E/D
Understanding of Information Governance and Confidentiality	Application/ Interview	E
Understanding of equality and diversity issues and how this affects patients, visitors and staff	Interview	E
Understanding of what the NHS Constitution means to you, and your responsibilities to the public, patients and colleagues.	Interview	E
Sound knowledge of the SEND code of practice	Interview	E
Knowledge and understanding of application of relevant National Guidance both general and specialty related e.g. National Service Frameworks, NICE, "Together for Short Lives" etc.		E
Comprehensive knowledge of the NHS national targets and priorities	Application Form/Interview	E
In depth knowledge and understanding of the needs of the specific patient group		E
Evidence of current CPD	Interview	E

Qualifications - <i>In most cases (where indicated *) demonstration of equivalent qualification, skills or experience is an acceptable alternative.</i>	How Identified	E/D
RSCN/RN (child) / RN (Learning Disability)	PIN/Application Form	E
Post registration qualification	Application form	D
Non-medical prescribing module	Application form	D
Teaching and assessing qualification e.g. ENB (998) or equivalent	Application Form	E
Degree or equivalent level of education or experience	Application Form	E
Evidence of further study/knowledge at Masters level or equivalent	Application Form	D
Counselling qualification	Application form	D

Values and Behaviours (some of these standard core values may be demonstrated in meeting other criteria cited on this person specification)	How Identified	E/D
We are one team <ul style="list-style-type: none"> We trust each other and work together We talk clearly and honestly. We make every penny count. We get better all the time 	Application form/ Interview/ Test	E
We care <ul style="list-style-type: none"> We are kind and compassionate. We take ownership and keep our word. We are passionate, proud and committed. We say thank you. 	Application form/ Interview/ Test	E
We value people <ul style="list-style-type: none"> We respect each other and our patients We embrace difference We support each other We say when we have done well and learn from mistakes 	Application form/ Interview/ Test	E

Other Requirements: <i>Includes; Working Conditions</i>	How Identified	E/D
Able to fulfil Occupational Health requirements for the post (with reasonable adjustments, if necessary). Including clearance on blood borne viruses, in compliance with Trust Policy.	Occupational Health Paper Screening, followed by an Immunisation Assessment in the first week of work	E

