PERSON SPECIFICATION



OUR VISION: 'TO BE THE LEADING HEALTH AND WELLBEING SERVICE IN THE PROVISION OF MENTAL HEALTH AND COMMUNITY CARE'

Job/Position Title:	Community Mental Health Nurse
Department/Location:	Home Treatment Team – West, Basildon Mental Health Unit, Basildon
Grade/Band:	Band 5

Criteria for Selection	Essential	Desirable	Measurement Application Form - AF Interview - IN Assessment - AS
 Professional Qualification (OT, Social Work, RMN) Educated to Degree Level in Health Additional Professional Qualification/Experience - Dementia related Evidence of personal and professional development in contemporary mental health practice Allied Health & Mental Health Practitioner 	✓	✓ ✓	AF/IN/AS
 Knowledge Able to take on broader responsibilities to improve own and others knowledge and skills Evidence of the knowledge and skills in the use of information technology to support care and professional development Good understanding of the Mental Capacity Act and its application in practice. Good understanding of person centred care and the Recovery Model. Good understanding of crisis resolution home treatment service provision Good understanding of positive risk taking. Good understanding of national policy and the implications for mental health e.g. crisis care concordat, parity of esteem. Evidence of an understanding of the principle of governance and implications for professionals practice Evidence of knowledge of professional nursing standards 	* *		AF/IN/AS

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•	IT competency	✓	
•	Car Driver /able to travel to all required	✓	
	locations and achieve service activity targets.		
Skills/	Experience		AF/IN/AS
			, 4
•	Evidence of personal development e.g. in	✓	
	objective setting, time management, skills etc Ability to plan ways of improving efficiency	✓	
•	and cost effectiveness of clinical services		
•	Ability to coordinate work to meet agreed	✓	
	targets and deadlines		
•	Evidence of ability to prioritise workload and	✓	
	competing demands	✓	
•	Evidence of personal development	✓	
•	Ability to seek ways of improving individual's		
	performance by training, coaching and development		
	Ability to manage 'difficult' behaviour by	√	
	listening, showing tolerance and remaining	 •	
	objective		
•	Develop team spirit and inclusivity	✓	
•	Ability to identify barriers to change and	✓	
	developing plans to deal with them		
•	Ability to work positively in uncertain situations	✓	
	Ability to flexibly and some unsocial hours	✓	
	required		
•	Ability to use own judgement confidently and		
	decisively	✓	
•	Ability to know when to seek the support and	✓	
	guidance of more senior colleagues when		
	necessary Ability to maintain high standards of work		
	Able to instil confidence in others in the	✓	
	quality of their own work	✓	
•	Able to champion high standards of	✓	
	professional practice throughout the service		
	area		
•	Evidence of user focus in the organisation,	✓	
	delivery and evaluation of care		
•	Experience in the use of risk assessment tools	✓	
	10013		
Person	nal Qualities		AF/IN/AS
	Ability to communicate effectively	✓	
•	Evidence of personal development	✓	
•	Ability to provide effective feedback to staff in	✓	
	a constructive manner		

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 Ability to deal sensitively and decisively with conflict management Ability to build relationships and negotiate satisfactory outcomes Develop a positive environment which supports continuous improvement 	✓ ✓	
 Corporate Full UK Drivers Licence Ability to Travel across Trust sites as required 	*	AF/IN/AS