

## **Person Specifications**

This pack includes person specification for the following post:

Crisis Team Clinical Nurse Specialist

## PERSON SPECIFICATION

This is a specification of the qualifications, experience, skills, knowledge and abilities that are required to effectively carry out the responsibilities of the post, as outlined in the job description and forms the basis for selecting a candidate.

**POST:** *Crisis Team Clinical Specialist*

**Band 6**

REQUIREMENTS		Please Tick One Box	
		Essential	Desirable
<b>Education/Qualifications</b>			
1.	Registered Mental Health Nurse with post qualification experience	✓	
2.	Current registration with relevant professional body (NMC)	✓	
3.	Evidence of further post-registration relevant training /ongoing academic study relevant to area of practice	✓	
4.	Other advanced relevant training i.e. CBT in psychosis/dynamics of mental health practice / Mentalisation Based Therapy etc.		✓
5.	Current Level 1 & 2 Safeguarding Children and Safeguarding Vulnerable Adults certificates	✓	
6.	Current Level 3 Safeguarding Children and Safeguarding Vulnerable Adults certificates		✓
7.	Mentorship or recognised teaching and assessing certificate or willingness to undertake	✓	
<b>Experience</b>			
1.	Demonstrable experience in a senior specialist capacity caring for people with mental health or substance misuse issues in an acute setting	✓	
2.	Demonstrable experience of managing and leading others in a clinical / team setting	✓	
3.	Demonstrable experience of successfully managing service user placement budgets and or clinical budgets		✓
4.	Sound practical experience of service user care and engagement within the wider context of the organisation	✓	
5.	Demonstrates practical experience within a senior role of dealing with the needs of people with complex needs	✓	
6.	Demonstrate practical experience of supervision within a clinical context	✓	
7.	To have demonstrable experience in de-escalation or breakaway techniques.	✓	
8.	Demonstrable experience of being resilient and adaptable to change	✓	
<b>Skills</b>			
1.	Excellent verbal and written communication skills	✓	
2.	Demonstrate well-developed interpersonal skills	✓	
3.	Ability to drive a car and in possession of a UK driving licence		✓

4.	Competent in IT and its application within the clinical workplace, working within the realms of information governance and confidentiality	✓	
5.	Demonstrable skill of implementing change processes		✓
6.	Competency in managing challenging behaviours and ability to de-escalate via telephone	✓	
7.	Ability to negotiate and liaise professionally with stakeholders	✓	
<b>Abilities</b>			
1.	Demonstrate an ability to support other agencies and professionals	✓	
2.	Able to work autonomously and to deputise for senior staff in a variety of roles when required to do so	✓	
3.	Able to work as part of a multi-disciplinary team and to take a leadership role	✓	
4.	Ability to maintain boundaries and form positive therapeutic relationships with service users and carers	✓	
<b>Knowledge</b>			
1.	Demonstrate a sound knowledge of the causations of mental illness or addictions together with evidence based best practice, inclusive of psychological, sociological and medical factors	✓	
2.	Demonstrate a clear understanding of the Mental Health legislation inclusive of the Mental Capacity Act (2005), Mental Health Act (2007) and Care Act (2014)	✓	
3.	Demonstrable understanding of a range of assessment tools and treatment modalities	✓	
4.	Demonstrate robust knowledge of risk management and its application to service user, carer and staff safety	✓	
5.	Demonstrate a clear understanding of your own role and that of others within the multi-professional team	✓	
6.	Demonstrate a sound knowledge and understanding of the challenges and needs of people with complex mental health problems	✓	
7.	An awareness of research and evidence of its application in the workplace	✓	