

Person Specification

Post: Community Learning Disability Nurse – Band 6

| Attribute | Essential The qualities without which a post holder could not be appointed | Desirable Extra qualities which can be used to choose between candidates who meet all the essential criteria | How Assessed e.g. application form, interview, test, in-tray exercise etc |
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| Education / Qualifications | <ul style="list-style-type: none"> Registered Nurses Learning Disabilities (RNLD) Post registration training / willingness to undertake training plus experience to postgraduate diploma level. | <ul style="list-style-type: none"> Clinical Supervision / Mentorship qualification. | <ul style="list-style-type: none"> Application Form Certificate(s) Interview |
| Experience | <ul style="list-style-type: none"> Demonstrate knowledge and experience in supporting individuals who have a learning disability Experienced in delivering advice and support to a wide range of people. Experienced in partnership working. Experienced in managing risk. | <ul style="list-style-type: none"> Experienced in delivering training. Previous community nursing experience desirable. Experience in supporting individuals with complex health needs | <ul style="list-style-type: none"> Application Form Interview |
| Knowledge | <ul style="list-style-type: none"> Established knowledge of the health inequalities agenda for people with learning disabilities Understanding of Person Centred Planning. Evidence of continued professional development. Knowledge of Child Safeguarding and Safeguarding Adult legislation Knowledge of current strategic drivers for community learning disability teams | <ul style="list-style-type: none"> Knowledge of the evidence based around people who present with offending behaviour. Completed in depth training in Person Centred Planning. | <ul style="list-style-type: none"> Application Form Interview |

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| Skills and Abilities | <ul style="list-style-type: none"> • Ability to complete complex assessments. • Highly developed communication skills to support a range of activities • Ability to collaborate in the completion of formulations. • Ability to develop multi-element • Interventions / support packages. • Ability to incorporate key principles of 'Valuing People' into direct client care. • Ability to proactively manage competing demands. | | <ul style="list-style-type: none"> • Application Form • Interview |
| Work Related Circumstances | <ul style="list-style-type: none"> • A positive approach to working in what, at times, will be complex, emotionally charged and challenging work. • Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs • Willing to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies • Appointments to regulated and controlled activities require an enhanced DBS disclosure. | | <ul style="list-style-type: none"> • Application Form • Interview |

Drawn up by: John King

Date: April 2019