

BIRMINGHAM AND SOLIHULL MENTAL HEALTH NHS FOUNDATION TRUST

PERSON SPECIFICATION

JOB TITLE: Non-Medical Prescriber Primary Care

<u>ATTRIBUTES</u>	<u>ESSENTIAL</u>	<u>DESIRABLE</u>	<u>HOW IDENTIFIED</u>
TRAINING AND QUALIFICATIONS	<p>RMN</p> <p>Evidence of post registration or additional training</p> <p>Practising non-medical prescriber or due to complete the qualification in Nurse prescribing shortly</p>	<p>First Degree level</p> <p>Practicing Non-Medical Prescriber/NMC registered</p> <p>Independent Nurse Prescriber</p>	<p>*Application form</p>
KNOWLEDGE AND EXPERIENCE	<p>Significant experience of working with adults with mental health needs or equivalent skills</p> <p>Significant experience of leadership and proven track record of managing groups of staff and/or teams</p> <p>Evidence of improving service quality</p> <p>Successful track record of prompting, leading and implementing change programmes that drive up standards and service performance</p> <p>History of holding responsibility and accountability for nursing decisions and empowering nurses to make difficult clinical decisions</p> <p>Evidence of high levels of competence with written documentation</p> <p>Evidence of building and maintaining effective relationships</p>	<p>Experience of community services</p> <p>Personal Experience of mental health or experience through caring</p> <p>Experience of working with regulatory bodies such as the NMC</p> <p>Proven track record of successful strategic thinking</p> <p>Experience of leading on audit and/or research activity related to clinical practice</p>	<p>*Application form/ interview/ references</p>

SKILLS	Demonstrate risk management skills	To have a track record of effective working with nurse education providers	*Application form/ interview/ references
	<p>Resource management –the ability to develop team and individual key strengths through clinical and professional supervision</p> <p>Ability to work in a pressured environment andmanage competing priorities</p> <p>To manage the team across varying locations across Birmingham</p> <p>Competent in IT systemsand their use</p> <p>Comprehensive range of nursing skills ranging from psychological therapies to medication management</p>		
PERSONAL QUALITIES	<p>Demonstrates behavioursinline with the BSMHFT Management Behaviour profiles.</p> <p>Evidence of commitment to developing a culture of careand compassion</p> <p>Support others in understanding peoples mental health needs andhow these can be addressed in their work</p> <p>Demonstrate experience of managing people in diverse functions</p>		*Application form/ interview/ references

	Genuine interest in working with service user group		
OTHER	<p>Requirement to regularly travel round different sites</p> <p>Make sure own actions reduce risk to Health and Safety</p> <p>Minimise and deal with aggressive and abusive behaviour</p>		assessment/ interview/ references

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