

PERSON SPECIFICATION

Job Title: Clinical Nurse Specialist

Department: SLDS

Date last reviewed: Jan 2024

CRITERIA	ESSENTIAL	DESIRABLE
QUALIFICATIONS/EDUCATION/TRAINING Registered Learning Disability Nurse Mentoring / Practice Assessor / Practice Supervisor training Additional areas of training through short courses Post Graduation courses Membership of professional bodies	A/I/T x x	A/I/T x x x
PREVIOUS EXPERIENCE At least 2 years experience working in an inpatient or community setting with service users who have a Learning Disability Experience in working within Multi-disciplinary Teams and inter-agency working Day to day management of staff at supervisory level. Experience of working with service users with Challenging Behaviour, Epilepsy, and Mental Ill Health. Experience / Knowledge of Positive Behavioural Support process	A/I/T x x x	A/I/T x

SKILLS/KNOWLEDGE/ABILITY	A/I/T	A/I/T
Knowledge of health related practice, policy and legal requirements for the health needs of individuals with a Learning Disability	x	
Have an understanding of what is meant by reasonable adjustment.	x	
To have knowledge, experience, and continuing demonstrable interest in learning disability nurse development.	x	
Knowledge and skills in teaching and presentation of clinical skills.	x	
Plan deliver and review interventions to enable people to learn and reach their full potential.	x	
Review others performance by acting as a mentor / supervisor / practice assessor	x	
To act as a role model and maintain professional boundaries working within the framework of the NMC	x	
Be able to co-ordinate and delegate work by leading / managing a shift	x	
Understand of how auditing is a part of performance review and improving clinical practice and be able to identify / contribute in areas of Quality and service Development	x	
Knowledge and skills in Risk Assessment and Positive Risk Taking.	x	
Ability to undertake nursing assessments and to devise, implement and evaluate care plans.	x	
Be able to identify your own development and learning needs using a variety of ways	x	
COMMUNICATION SKILLS		
Develop and maintain communication with people about difficult matters and /or difficult situations	x	
Be able to use a variety of methods to communicate with others ie spoken, written and electronic	x	
Have highly developed skills in the use of non verbal communication	x	
ANALYTICAL SKILLS	x	
Demonstrate decision making skills in routine practice and in a crisis situation	x	

Be able to reflect and learn from difficult situations and adapt practice accordingly	x	
PHYSICAL SKILLS		
<i>*Car driver (unless you have a disability as defined by the Equality Act 2010 which prevents you from driving) Have access to a car for work purposes</i>	x	
<i>Be able to sit for long periods and use a computer / laptop or drive a car</i>	x	
<i>To be physically fit enough to complete the RESPECT training</i>	x	
PHYSICAL EFFORT		
Be able to travel to a variety of settings within a working day. e.g. in patient homes, different community hubs	x	
Will need to be able to transport laptops and other electronic items from one base to another and identify the availability of moving and handling equipment to assist.	x	
Applicants who have a disability should still be shortlisted regardless of any “physical” strength if there is a ‘reasonable’ adaptation that can be made to the post.		
MENTAL EFFORT		
Regular requirement to concentration, frequency and consequences of interruptions.	X	
To be able to work in an open plan office		
To be able to identify potentially risky situations which may arise	X	
	X	
To be able to quickly respond to challenging situations	X	
EMOTIONAL EFFORT		
Regular requirement to deal with distressing or emotionally charged situations.	X	
Be able to recognise your own well being and identify support when needed	X	
Ability to work over a 7 day rota within the hours of 9am to 9pm during weekdays and 9am to 5pm on weekends and bank holidays	x	

ADDITIONAL INFORMATION	A/I/T	A/I/T
Values/Motivational/Personal Qualities/Diversity Adhere to Trust Values as below: <ul style="list-style-type: none"> • Welcoming • Kind • Positive • Respectful • Professional 	 	
Promote equality and value diversity		

A- Application Form

I – Interview

T – Test



Template: July 2023