

**PERSON SPECIFICATION**

**BAND 6 TB Nurse Specialists**

**Three Borough Services**

**Requirements**

	ESSENTIAL	A/I/T*	DESIRABLE	A/I/T*
<b>Qualifications/ Education</b>	Educated to Degree level in relevant area of study or equivalent qualification  RGN  TB Qualification	A  A  A	Mentorship	A  A  A
<b>Professional/ Statutory Registration</b>	NMC	A		
<b>Previous experience</b>	<ul style="list-style-type: none"> <li>Evidence of substantial nursing care to those (Adult and Children) infected with and affected by Tuberculosis</li> <li>Substantial experience of dealing with health and social care needs of the client group and managing complex relationships with local agencies.               <ul style="list-style-type: none"> <li>Substantial experience of leading in the absence of team leader</li> </ul> </li> <li>Substantial experience of delivering and evaluating training sessions and/or health promotion programmes</li> <li>Substantial experiences of case management of complex clients.</li> <li>Experience in administration of drugs and support patient both adults and children in adhering to difficult treatment regime</li> <li>Substantial experience of writing team internal protocols</li> <li>Substantial knowledge of issues involved in providing support to</li> </ul>	A  A/I  A/I  A/I  A/I	Relevant experience of working within the NHS structure or dealing with professionals	A/I

	people with TB and accessing TB and other services	A/I		
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Substantive knowledge of issues affecting the health services delivery to socially excluded population, such as asylum seekers, refugees, homeless, substance misuse and individuals with HIV</li> <li>• Substantial knowledge of the NHS, statutory legislation and policies affecting those groups.</li> <li>• Good understanding and knowledge of the trust equal opportunities and diversity policy</li> <li>• Good knowledge of TB and related issues including: Knowledge of adherence issues, TB medication, co-infection – HIV &amp; TB, drug resistance</li> <li>• Substantial knowledge of managing budgets/public money/ charity money, etc and knowledge of financial responsibility</li> </ul>	A/I  A/I  A/I  A/I  A/I	Relevant experience in recruitment & retention  Relevant experience of Managing staff	

<b>Skills/Know- ledge/ Ability</b>	<ul style="list-style-type: none"> <li>• Excellent written and verbal communication skills</li> <li>• Ability to anticipate barriers of communication and take actions to improve communication</li> <li>• Ability to deal effectively with challenging behaviour, and to implement safe working practices</li> <li>• Ability to be open minded when dealing with difficult health and social issues</li> <li>• Ability to work with diverse population, including socially excluded groups</li> <li>• Ability to concentrate during frequent periods of unpredictable work loads</li> <li>• Motivated to deliver on national and local targets</li> <li>• Able to think from a client's perspective and ensure feedback is incorporated into new procedures and standards</li> <li>• Flexible approach to work and ability to prioritise work load, and ability to manage diverse environments</li> <li>• Excellent organisational skills including the ability to allocate priorities and work under pressure</li> <li>• Ability to assess, design, deliver and evaluate individual case interventions, health promotion &amp; training programmes</li> <li>• Proven ability to work independently without close supervision and to take initiatives while retaining good working links with team colleagues</li> <li>• Ability to initiate and manage health promotion projects, involving staff management.</li> <li>• Ability to recognise problems in relation to failing treatment and seeks appropriate assistance to solve them</li> <li>• Ability to work as part of a team and actively contribute for team service improvement</li> <li>• Ability to carry out assigned tasks effectively in a busy and ever changing environment</li> <li>• Able to make own decisions</li> <li>• Ability to work with key stakeholders and promote close working relationship</li> </ul>	<p><b>A</b></p> <p><b>A/I</b></p> <p><b>A/I</b></p> <p><b>A/I</b></p> <p><b>A/I</b></p> <p><b>A/I</b></p>		
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	<ul style="list-style-type: none"> <li>• Ability to demonstrate commitment to facilitating positive outcomes for service users and delivering services</li> <li>• Ability to use information technology e.g. Word, excel, clinical systems, etc</li> <li>• Ability to supervise, motivate and monitor students and junior members of staff</li> <li>• Able to demonstrate an awareness of current professional issues and NHS changes</li> </ul>			
<b>Additional Information</b>	<ul style="list-style-type: none"> <li>• Flexible to work across various sites and some out of office hours</li> <li>• Positive attitude towards change</li> <li>• Physically able to meet the demands of the post</li> <li>• Ability to challenge and support others appropriately</li> <li>• Self-motivated, uses initiative and works without close supervision</li> <li>• Demonstrates self-belief, self-awareness and ability to self-manage</li> <li>• Proactive, energetic and enthusiastic</li> </ul> <p>Positive attitude towards change</p>	<b>A/I</b>          <b>A/I</b>	Drivers licence	