

Person Specification

Post Title	Clinical Nurse Specialist (NMP) – Manchester ADHD Service/TES
Band	7
Directorate	Manchester
Location/Base	Posts at Rawnsley Building/Manor House
Responsible to	Clinical Team Manager
Accountable to	Operational Manager
Job Summary/Purpose <p>The Clinical Nurse Specialist will be responsible for completing ADHD screenings, assessments, and review clinics (including medication reviews and associated physical monitoring) as part of the ADHD clinical pathway. The post holder will provide pharmacological and non-pharmacological evidence-based interventions and provide specialist clinical input into the ADHD Service.</p> <p>The post holder will contribute to the specialist ADHD diagnostic assessment process for adults over 18 years and demonstrate enhanced competence in complex decision making, assessment and the management of clinical needs.</p> <p>The role will involve working in partnership with service users, carers, families, friends, and other agencies, including liaising with primary care services to ensure effectiveness of outcomes.</p> <p>The post holder will also support the development of registered and unregistered staff including students by mentoring, supervising, and teaching.</p> <p>The post will also involve collecting and collate data / information effectively for the purpose of audit, research, and service performance.</p>	

Essential Criteria - The qualities without which a post holder could not be appointed.	Desirable Criteria - Extra qualities which can be used to choose between candidates who meet all the essential criteria	How Assessed – AP = Application form IN = Interview OA = Other Assessment
Education / Qualifications - to be able to complete the duties as laid out on the Job Description		
Up to date Professional Registration (to be maintained), on the appropriate part of the NMC register and hold a current NMC registration. Non-Medical Prescribing (NMP) Qualification. Significant experience working within mental health. Assessor/Mentorship Training.	Post registration training in relevant field. Leadership/Management training.	Application Form Certificate Interview

Experience - to be able to complete the duties as laid out on the Job Description		
The post holder should have: Experience of working with service users with complex care needs requiring higher levels of expertise. Experience of mentorship and supervision and coordination of staff. Experience of working in a multi-agency framework. Demonstrate a contribution to change management process. Demonstrate experience of problem-solving approaches.	Experience of diagnosis, treatment, and management for ADHD/neurological conditions Experience of positive leadership	Application form Interview
Knowledge – to be able to complete the duties as laid out on the Job Description		
The post holder should have: Experience of mentoring students. Ability to participate in service development processes at a strategic level. Detailed knowledge and ability to apply and teach risk management. Knowledge of Safeguarding Children and Vulnerable Adults Procedures. Up to date clinical knowledge including risk assessment, dual diagnosis and complex health and social care needs. Comprehensive knowledge and understanding on the Mental	An overview of the Trust's objectives	Application form Interview

Health Act, MCA, and legal aspects of Mental Health Care.		
Skills and Abilities - to be able to complete the duties as laid out on the Job Description		
<p>The post holder should have:</p> <p>Proven ability to work with service users and carers who are distressed.</p> <p>A proven ability to work with colleagues from other professions and agencies in a collaborative manner.</p> <p>Excellent communication skills</p> <p>Demonstrate sound leadership qualities and an understanding of management styles.</p> <p>Understanding of quality and change in the clinical setting.</p> <p>Ability to delegate and coordinate.</p> <p>Ability to work to deadlines.</p> <p>Ability to utilise Assessment skills and tools effectively.</p> <p>Ability to communicate in a variety of settings.</p> <p>Able to maintain accurate and up to date records.</p> <p>Able to present factual information and refer questions to others where appropriate.</p> <p>Able to deal with sensitive issues with tact and diplomacy.</p>	Working knowledge of Paris system	Application form Interview

<p>Ability to develop effective interpersonal relationships with colleagues.</p> <p>Effective time & workload management</p> <p>Ability to identify and minimise risk effectively.</p> <p>IT skills</p>		
Other Requirements - to be able to complete the duties as laid out on the Job Description		
<p>There is an occasional requirement to travel across the wide footprint of the Trust to attend meetings and events relevant to the role.</p> <p>Flexible approach to working.</p> <p>Commitment to effective teamwork.</p> <p>Commitment to service development and good time management</p> <p>Demonstrate continuous professional development.</p> <p>Demonstrate a commitment to always respecting and displaying the Trust Values</p>		<p>Application form</p> <p>Interview</p>

The Trust will consider any reasonable adjustments to the recruitment and selection process and to employment for applicants who have protected characteristics under the Equality Act 2010.

Drawn up by:
Designation:
Date:

