

## Person Specification

<b>Post Title</b>	<b>Senior Clinical Nurse with NMP</b>
<b>Band</b>	<b>6</b>
<b>Directorate</b>	Addictions
<b>Location/Base</b>	Achieve Bury, Bolton, Salford or Trafford Recovery Service
<b>Responsible to</b>	Team Manager
<b>Accountable to</b>	Operational Manager
<b>Job Summary/Purpose</b>  To assess and plan clinical care, delivering appropriate interventions, and liaising with families, carers, and other professionals where appropriate to ensure that service users' needs are met. As a senior nurse you will also contribute to service developments, and offer your support and professional advice to others, including junior members of staff.	

<b>Essential Criteria</b> - The qualities without which a post holder could not be appointed.	<b>Desirable Criteria</b> - Extra qualities which can be used to choose between candidates who meet all the essential criteria	<b>How Assessed –</b> <b>AP</b> = Application form <b>IN</b> = Interview <b>OA</b> = Other Assessment
<b>Education / Qualifications</b> - to be able to complete the duties as laid out on the Job Description		
<ul style="list-style-type: none"> <li>• Registered Nurse</li> <li>☐ Registered Non – Medical Prescriber</li> </ul>	<ul style="list-style-type: none"> <li>• Post education qualification relevant to addictions</li> <li>• Psychosocial Intervention qualification e.g. cert in MI / diploma in CBT</li> <li>• Qualified Assessor/Verifier</li> </ul>	AP and IN  AP and IN  AP and IN  AP and IN  AP and IN
<b>Experience</b> - to be able to complete the duties as laid out on the Job Description		

<p>The post holder should:</p> <ul style="list-style-type: none"> <li>• Demonstrable experience working with service users in a health or social care setting</li> <li>• Experience of assessing service users needs and involving them in the planning of their care</li> <li>• Experience of leading on a piece of work that has</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of prescribing within a Clinical Team in Addiction services</li> </ul>	<p>AP and IN</p> <p>AP and IN</p> <p>AP and IN</p>
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<p>contributed to effective and efficient service delivery</p> <ul style="list-style-type: none"> <li>• Experience of inducting and mentoring junior members of staff</li> <li>• Experience of working as part of a team in order to achieve a shared vision/goal</li> <li>• Experience of maintaining quality standards in ones work</li> </ul>		<p>AP and IN</p> <p>AP and IN</p> <p>AP and IN</p>
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**Knowledge** - to be able to complete the duties as laid out on the Job Description

<p>The post holder should have</p> <ul style="list-style-type: none"> <li>• Knowledge of the physical, psychological and social effects of substance misuse and appropriate interventions</li> <li>• An understanding of the complex needs of this client group</li> <li>• Understanding of current national policy and initiatives in relation to working in the substance misuse field</li> <li>• Knowledge of quality assurance frameworks used within the substance misuse field</li> <li>• Knowledge of equal opportunities legislation</li> <li>• An awareness of policies &amp; procedures in relation to confidentiality, information sharing, and safeguarding</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of Opiate and Alcohol Detoxification within the community</li> </ul>	<p>AP and IN</p> <p>AP and IN</p> <p>AP and IN</p> <p>AP and IN</p> <p>AP and IN</p> <p>AP and IN</p>
<b>Skills and Abilities</b> - to be able to complete the duties as laid out on the Job Description		
<p>The post holder should:</p> <ul style="list-style-type: none"> <li>• Ability to handle challenging situations and behave in a professional manner</li> </ul>		<p>AP and IN</p>

<ul style="list-style-type: none"> <li>• Ability to communicate with a wide range of people including: service users, carers, members of the public and other professionals</li> <li>• To have a positive regard for substance misusers and to understand the importance of involving them in their care</li> <li>• Good organisational skills</li> <li>• Ability to use one's own initiative and work autonomously, seeking support and advice where necessary</li> <li>• Ability to present information in an effective and professional manner</li> <li>• IT skills and ability to use Microsoft Word, Internet and emails</li> <li>• Motivated to work towards creating a safe, open &amp; trusting environment</li> <li>• Commitment to one's own professional development</li> </ul>		<p>AP and IN</p> <p>AP and IN</p> <p>AP and IN</p> <p>AP and IN</p> <p>AP and IN</p> <p>AP and IN</p> <p>AP and IN</p> <p>AP and IN</p>
<b>Other Requirements</b> - to be able to complete the duties as laid out on the Job Description		
<ul style="list-style-type: none"> <li>• Prepared to work flexibly to meet the needs of the service</li> </ul> <p>□ There is a requirement to travel across the wider footprint of the Trust to attend meetings and events.</p>		<p>AP</p> <p>.</p>

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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:**