

Person Specification

Post Title: **RNLD Clinical Assessor – Part of the CHC Team**

Team: **Clinical Assessment & Placement Team**

Band: **Band 6**

Base: **Work Across Coventry & Warwickshire Sites**

Criteria	Essential	Desirable	Stage Measured at: A – Application I – Interview T – Test P - Presentation
Education / Training / Qualifications	<p>Educated to degree level in relevant subject or equivalent level of experience of working at a similar level in specialist area, ideally CHC</p> <p>Registered Nursing Qualification and current registration with NMC</p> <p>Evidence of post qualifying and continuing professional development</p> <p>First line management qualification or experience or evidence of working at this level</p>		A / I
Skills / Abilities	<p>Ability to make recommendations on difficult and contentious issues where they may be several courses of action</p> <p>Strategic thinking – ability to anticipate</p> <p>Independent thinker with demonstrated good judgement, problem-solving skills</p>		A/I Presentation (where applicable)

	<p>Professional calm and efficient manner</p> <p>Effective organiser</p>		
Knowledge/ Experience	<p>Experience and understanding of evaluating and measuring the performance of health services</p> <p>Aware of Caldicott principle and information governance</p> <p>Experience of working effectively with clinicians, social care and other partner agencies</p> <p>Demonstrate knowledge of safeguarding agenda and processes</p> <p>Understanding of Confidentiality and Data Protection Act</p>	<p>Able to demonstrate understanding of MCA, capacity and consent</p> <p>Able to demonstrate understanding of other relevant legislation, e.g. MHA</p> <p>Previous experience in similar role in public sector</p>	<p>A/I</p> <p>Presentation (where applicable)</p>
Interpersonal Skills	<p>Clear communicator with excellent writing and report writing skills; capable of constructing and delivering clear ideas and concepts concisely and accurately for diverse audiences</p> <p>Skills for communication on complex matters and difficult situations, requiring persuasion and influence</p> <p>Skills for nurturing key relationships and maintaining networks</p>		I

Analytical	<p>Ability to analyse and interpret information, pre-empt, and evaluate issues, and recommend an appropriate course of action to address the issues</p> <p>Problem solving skills and ability to respond to sudden unexpected demands</p> <p>Attention to detail combined with the ability to extract key messages from complex analysis</p>		I
Planning Skills	Able to prioritise and plan workloads		I
Management Skills	Ability to engender trust and confidence and demonstrate integrity in the provision of advice and support		I Presentation (where applicable)
Physical Skills	<p>Skills for inputting data, good working knowledge of Microsoft Office and keyboard skills</p> <p>Ability to travel and work in a variety of settings</p>	European Computer Driving Licence, Clait or similar qualification	A/I
Autonomy	Ability to work on own initiative and organise own workload without supervision working to tight and often changing timescales		I
Equality and Diversity	<p>Understanding of and commitment to equality of opportunity and good working relationships</p> <p>Awareness and understanding of equality & diversity principles</p>		I
Special Aptitudes	Flexible working		I
Mobility	Car driver / owner or reasonable alternative		A

Other	<p>An ability to maintain confidentiality and trust</p> <p>Used to working in a busy environment</p> <p>Adaptability, flexibility and ability to cope with uncertainty and change</p> <p>Commitment to continuing professional development</p> <p>Demonstrate a strong desire to improve performance and make a difference by focusing on goals.</p>		
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The organisation is seeking to promote the employment of disabled people and will make any adjustments considered reasonable to the above duties under the terms of the Equality Act 2010 to accommodate a suitable disabled candidate