

Person Specification

Post: Community Mental Health Nurse – Band 5 with progression to Band 6 on completion

At full competency we would expect the post holder to be working at a level to meet the following person specification-

Attribute	Essential The qualities without which a post holder could not be appointed	Desirable Extra qualities which can be used to choose between candidates who meet all the essential criteria	How Assessed e.g. application form, interview, test, in-tray exercise etc
Qualifications	<ul style="list-style-type: none"> • Registered Mental Health Nurse / Occupational Therapist / Social Worker • Current registration with appropriate regulatory body (e.g. NMC, HCPC) • Current registration with professional body • Commitment to complete two year post qualification consolidation <p>At full competency:</p> <ul style="list-style-type: none"> • Completed appropriate two year post qualification consolidation 	<ul style="list-style-type: none"> • Mentorship qualification • Qualification in psychologic therapeutic interventions 	<ul style="list-style-type: none"> • Application Form • Certificate(s) • Interview
Experience	<p>At full competency</p> <ul style="list-style-type: none"> • Substantial experience of relevant post registration practice • Experience of managing a caseload • Experience of working in a multi-disciplinary team setting • Experience of working with people with a range of severe and complex mental health problems. 	<ul style="list-style-type: none"> • Experience of working within a Community setting • Experience of clinical supervision of other staff 	<ul style="list-style-type: none"> • Application Form • Interview

<p>Knowledge</p>	<ul style="list-style-type: none"> • Good working knowledge of therapeutic assessment techniques and interventions in the management of behaviour of individuals with complex mental health needs • Knowledge of a range of screening and assessment tools and interventions utilised to support individuals with severe and complex mental health problems • Comprehensive understanding of Safeguarding adults procedures and practice • Comprehensive understanding of the Mental Capacity Act, Mental Health Act and Care Act • Comprehensive understanding of roles and responsibilities under the Care Programme Approach. • Understanding of key national and local policies and drivers in relation to adult mental health services. • Knowledge of Community Mental Health Transformation. 	<ul style="list-style-type: none"> • Knowledge of local authority and CCG commissioning processes 	<ul style="list-style-type: none"> • Application Form • Interview
<p>Skills and Abilities</p>	<ul style="list-style-type: none"> • Ability to undertake the care coordinator role • Evidence of ability to provide specialist mental health assessment and risk assessment / management and be accountable for decision making • Excellent written and interpersonal communication skills 		<ul style="list-style-type: none"> • Application Form • Interview

	<ul style="list-style-type: none"> • Ability to manage own emotions and deal with others in highly stressful situations • Ability to engage with and provide therapeutic interventions for this client group and carers • Ability to prepare, record and complete relevant care records and reports to a professional standard • Evidence of ability to manage a diverse and complex caseload, prioritise own time and work under pressure • Ability to coordinate and delegate the work of junior staff • Ability to value diversity and respond constructively to discriminatory behaviour • IT Skills 		
<p>Work Related Circumstances</p>	<ul style="list-style-type: none"> • Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs • Willing to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies • Appointments to regulated and controlled activities require an enhanced DBS disclosure. 		<ul style="list-style-type: none"> • Application Form • Interview