

# PERSON SPECIFICATION

(Supporting the Policy on Equal Opportunities in Employment)



## REGISTERED MENTAL HEALTH NURSE BAND 6 DETAILS

**Department:** Operations

**Status:** As per contract

**Reporting to:** Manager England

**Line managing:** N/A

**Location:** Combat Stress Hub (South)

**Hours:** As per contract

**Band:** 6

FACTOR	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<ul style="list-style-type: none"><li>Registered Mental Health Nurse</li><li>Evidence of personal and professional development since Registration</li></ul>	<ul style="list-style-type: none"><li>Post registration qualification appropriate to speciality</li><li>Management qualification</li><li>Supervision qualification</li><li>Teaching qualification</li><li>Experience in treatment of veterans' mental health</li></ul>
<b>Previous Experience</b>	<ul style="list-style-type: none"><li>Minimum 2 years post registration experience</li><li>Minimum 12 months experience at band 5 grade</li><li>Excellent understanding of clinical record keeping</li><li>Proven experience of providing high quality care and exceeding expectations.</li><li>Experience of providing supervision and appraisal</li><li>Excellent working knowledge of clinical governance</li><li>Experience of clinical audit</li><li>Experience of the development and implementation of treatment plans and evaluation of client care</li><li>Experience of risk assessment and risk management</li><li>Excellent understanding and experience in safeguarding</li></ul>	<ul style="list-style-type: none"><li>Experience of managing other staff</li><li>Experience and understanding in relation to meeting CQC standards</li><li>Working rotational shifts</li><li>Experience of working with veterans or with serving Armed Forces personnel</li></ul>

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	<ul style="list-style-type: none"> <li>• Experience of discharge planning</li> <li>• Experienced in data protection and the ability to uphold client confidentiality</li> <li>• Experience in the maintenance of patient records within legislative frameworks, NMC standards and Organisational policy</li> <li>• Experience of working effectively within a multidisciplinary team</li> </ul>	
<p><b>Skills &amp; Knowledge</b> Range and level of skills</p>	<ul style="list-style-type: none"> <li>• Excellent IT skills</li> <li>• Knowledge and understanding of the NMC code of conduct</li> <li>• Excellent leadership skills</li> <li>• Evidence of participation in clinical governance</li> <li>• Conflict resolution skills</li> <li>• Ability to develop and maintain a dynamic working environment</li> <li>• Excellent working knowledge of Health and Safety</li> <li>• Excellent working knowledge of Equality and Diversity</li> <li>• Ability to provide and accept constructive feedback</li> <li>• Proven ability to make decisions and develop others in this area</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of current developments in veterans' mental health</li> <li>• Experience using psychosocial interventions such as Motivational Interviewing or Cognitive Behavioural Therapy</li> </ul>
	<ul style="list-style-type: none"> <li>• Ability to manage work under pressure</li> <li>• Sensitive to colleagues and able to promote a positive motivating environment</li> </ul>	
<p><b>Personal Attributes</b> The personal qualities required e.g. exercising initiative, organising, problem solving</p>	<ul style="list-style-type: none"> <li>• Self-motivated</li> <li>• Works to deadlines</li> <li>• Ability to work with a wide range of people</li> <li>• Supportive to colleagues of all disciplines</li> <li>• Flexible approach to work</li> <li>• Conscientious and understanding of accountability</li> <li>• Smart appearance and professional manner</li> </ul>	

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	<ul style="list-style-type: none"><li>• Committed to personal and professional development</li><li>• Motivated to maintaining high standards in a changing service</li></ul>	
<b>Other Requirements</b>	<ul style="list-style-type: none"><li>• Enhanced DBS</li></ul>	