

PERSON SPECIFICATION

(Supporting the Policy on Equal Opportunities in Employment)



VETERANS SUBSTANCE MISUSE NURSE DETAILS

Department: Operations

Location: North Hub, Greater Manchester

Band: 6

Hours: 37.5

Reporting to: Deputy Manager (England North)

FACTOR	ESSENTIAL	DESIRABLE
Qualifications & Experience	<ul style="list-style-type: none">• Registered Nurse• Relevant professional qualification. Educated to degree level or equivalent demonstrable experience in a health or social care setting• Current registration with the appropriate registered body• Evidence of personal and professional development.	<ul style="list-style-type: none">• Post registration qualification in an area of addictions• Experience in service development• Experience in treatment of veterans
Previous Experience	<ul style="list-style-type: none">• Experience as Nurse within substance misuse or mental health services• Community experience• Experience of the development and implementation of treatment plans and evaluation of client care• Experience of risk assessment and risk management• Demonstrate an understanding of Health Promotion and Harm Reduction.• Demonstrated experience in community adult addiction and/or mental health services.	<ul style="list-style-type: none">• Experience of clinical audit• Experience in running groups• Experience of outcome measurement• Experience of using audit tools and mental health

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Skills & Knowledge Range and level of skills	<ul style="list-style-type: none"> • Ability to work autonomously as well as within a team environment • A good understanding of case management particularly in the context of the treatment of alcohol misuse. • Knowledge and application of Adult support and Protection policies • Knowledge and understanding of clinical governance • Ability to work with partners and other stakeholders in health and community settings • Delivering assessment and psychological interventions for adults with alcohol and other substance misuse disorders • Effective motivational interviewing skills and a thorough understanding of the principles underlying this approach. • An understanding of behavioural principles, and the ability to work within these principles to empower people to achieve recovery. • Understanding of the reflective learning process and a clear commitment to improve service delivery through active participation in reflective practice and clinical supervision 	<ul style="list-style-type: none"> • A sound understanding of treatment issues around alcohol misuse and veterans including those veterans with mental health problems. • An understanding of the assessment and treatment of PTSD in veterans • Understands and articulates where additional knowledge and skills can be attained particularly with regard alcohol misuse and veterans • Recognises points for improvement and uses supervision and knowledge sources to solve clinical challenges
Personal Attributes The personal qualities required e.g. exercising initiative, organising, problem solving	<ul style="list-style-type: none"> • Able to manage challenging behaviour • Takes the initiative and is flexible in their practice • Strong interpersonal skills with all internal and external stakeholders • Motivated to maintaining high standards of clinical care • Excellent communication skills • Ability to work autonomously a times 	
Other Requirements	<ul style="list-style-type: none"> • Clean driving licence 	

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