

PERSON SPECIFICATION

Job Title: Community Mental Health Nurse

Department: South West Hertfordshire Specialist Mental Health Team for Older People

Applicants should clearly detail how each of the essential criteria are met, in the supporting statement section of their application form.

CRITERIA	ESSENTIAL	DESIRABLE
KNOWLEDGE, TRAINING AND EXPERIENCE:	<p>Registered Mental Health Nurse.</p> <p>Mentorship qualification</p>	<p>AMHP (or willingness to undertake training)</p>
AREAS OF EXPERIENCE AND KNOWLEDGE:	<p>Experience of multidisciplinary team working.</p> <p>A minimum of two years post registration experience, one of which within older people's mental health services</p> <p>Up to date clinical knowledge.</p> <p>Knowledge of legislation related to mental health and social care (e.g. Mental Health Act, Mental Capacity Act, National Service Framework, National Dementia Strategy, Care Programme Approach etc</p>	<p>Experience of:</p> <ol style="list-style-type: none"> 1) ward based nursing 2) community based nursing 3) working with enduring mental health clients 4) working with older adults with mental health conditions <p>Experience of managing other staff</p> <p>Supervisor skills.</p>

COMMUNICATION SKILLS	<p>Excellent verbal and written communication skills.</p> <p>Ability to feedback to multidisciplinary team.</p> <p>Excellent documentation of duties performed.</p> <p>Organisational skills.</p> <p>Initiative. Care Co-ordination.</p> <p>Assertiveness.</p> <p>High degree of literacy.</p> <p>Well presented and articulate.</p> <p>Ability to balance safety/ risk.</p> <p>Good IT skills</p>	<p>Experience of using electronic patient notes.</p> <p>Report writing skills.</p>
ANALYTICAL SKILLS	<p>Able to manage day to day issues.</p> <p>Be aware of own limitations.</p> <p>Believe in and promote strategy and philosophy of service.</p> <p>Good range of information gathering skills.</p> <p>Ability to assess and manage risks</p>	<p>Understand the importance of other agencies in making project work</p> <p>Good range of problem solving skills.</p>
DIVERSITY	Recognise	

	people's right to privacy and dignity, treating every person with respect.	
PHYSICAL SKILLS	<p>Confidence to work autonomously in the community.</p> <p>Ability to complete tasks associated with the job (subject to Occupational Health)</p>	
PHYSICAL EFFORT	<p>Work will be undertaken in office base, and in clients homes.</p> <p>A high degree of travel is required.</p>	
MENTAL EFFORT	<p>Be enthusiastic, committed, non-judgemental, good team player and have a sense of humour.</p> <p>Ability to concentrate in busy environment</p> <p>Ability to prioritise case/ work load</p>	
GENERAL	<p>Be flexible. Full driving license.</p> <p>Car driver (unless you have a disability as defined by Equality Act)</p> <p>Committed to high quality care</p>	Ability to network, and form working relationships with other agencies, charities and providers.

	and service provision for older people.	
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NB: ALL INDICATORS SHOULD BE SUPPORTED BY APPROPRIATE EVIDENCE WHICH IS CLEAR AND CHECKABLE AT INTERVIEW

