

## HERTFORDSHIRE PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST

### PERSON SPECIFICATION

*The person specification must detail the level at which a person should have reached before you recruit them. You should use the dimensions and levels for the second gateway subset of the relevant KSF outline to assist with developing the person specification.*

*Successful candidates **MUST** have the potential to achieve the knowledge and skills requirements of their second gateway.*

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**Job Title: Community Mental Health Nurse**

CRITERIA	ESSENTIAL	DESIRABLE
<b>KNOWLEDGE, TRAINING AND EXPERIENCE:</b>	<p>Degree, diploma or equivalent in Nursing (Mental Health Nursing).</p> <p>Registration with Nursing and Midwifery Council</p> <p>Mentorship Preparation Course.</p> <p>Two years post registration experience, with at least one year post registration experience in Adult Mental Health Care.</p> <p>Willingness to train in Dialectical Behaviour Therapy</p>	<p>Pre or Post registration training/ short courses in mental health</p> <p>Community and InPatient nursing experience.</p> <p>AMHP qualification.</p> <p>Successful completion of Intensive Training in Dialectical Behaviour Therapy</p>
<b>AREAS OF EXPERIENCE AND KNOWLEDGE:</b>	<p>Knowledge of legislation related to mental health</p>	<p>Supervision skills</p> <p>Leadership skills</p>

	<p>and social care (e.g. Mental Health Act, Mental Capacity Act, Care Act, Care Programme Approach etc)</p> <p>Good knowledge of Microsoft Word, PowerPoint and Excel.</p> <p>Ability to manage distressing and challenging situations.</p>	
<b>COMMUNICATION SKILLS</b>	<p>Excellent communication skills, verbally and in writing.</p> <p>Ability to feedback and discuss cases within the multi disciplinary team.</p> <p>Excellent report writing skills</p> <p>Excellent documentation of duties performed.</p> <p>Confidence to work autonomously in the community.</p>	
<b>ANALYTICAL SKILLS</b>	<p>Good range of problem solving skills.</p> <p>Good range of information gathering skills.</p> <p>Ability to assess and manage risks</p> <p>Fine attention to</p>	

	<p>detail</p> <p>Experience in working with service users with personality disorder</p> <p>Maintaining a positive, non-judgemental attitude and therapeutic optimism towards working with people with personality disorder.</p>	
<b>DIVERSITY</b>	<p>Recognise people's right to privacy and dignity, treating every person with respect.</p>	
<b>PHYSICAL SKILLS</b>	<p>Computer literacy skills in order to enter data onto electronic client records.</p> <p>Car driver (unless you have a disability as defined by the Equality Act 2010 which prevents you from driving)</p> <p>Ability to complete tasks associated with the job (subject to Occupational Health)</p>	
<b>PHYSICAL EFFORT</b>	<p>Work will be undertaken in office base, and in clients homes.</p>	

	A high degree of travel is required.	
<b>MENTAL and EMOTIONAL EFFORT</b>	Ability to concentrate in busy environment  Ability to prioritise case/ work load  Ability to work autonomously  Ability to make good clinical decisions.  Ability to deal with stressful situations.	
<b>GENERAL</b>	Good team player  Good sense of humour.  Committed to high quality care and service provision for older people.  Good time management. Ability to work flexibly to meet the service needs.	Ability to network, and form working relationships with other agencies, charities and providers.

**NB: ALL INDICATORS SHOULD BE SUPPORTED BY APPROPRIATE EVIDENCE WHICH IS CLEAR AND CHECKABLE AT INTERVIEW**

**Our values**  
 Welcoming Kind Positive Respectful Professional

