Person Specification: Family Nurse Partnership Supervisor

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| **QUALIFICATIONS**  | **ESSENTIAL** | **DESIRABLE** |
| Registered with the NMC on Sub part 1 or Midwifery part of the register | X |  |
| Educated to degree level in a relevant subject | X |  |
| Masters level education or able to evidence and demonstrate clinical practice at masters level | X |  |
| **KNOWLEDGE** |
| Theoretical and research base underpinning FNP (Attachment, self efficacy and Human ecology theory) | X |  |
| Behavioural change theory | X |  |
| Can evidence knowledge and skills in supporting maternal and infant mental health | X |  |
| Evidence the ability to use a strengths based approach to support behaviour change | X |  |
| Knowledge of the 7 eyed model of supervision |  | X |
| Can demonstrate knowledge of key principles of facilitating learning | X |  |
| Can demonstrate knowledge of National and local policy and learning from significant cases relating to public protection | X |  |
| Working knowledge of the National Risk Assessment Framework and associated tools | X |  |
| Can demonstrate knowledge of relevant policy and legislation relating to children & young people and its application to practice | X |  |
| Demonstrate knowledge and application of Quality Assurance and Quality improvement methodology | X |  |
| **EXPERIENCE** |
| Leading and managing a team | X |  |
| Supervision of other practitioners including supervision of staff involved in child protection | X |  |
| Able to demonstrate experience of managing advanced therapeutic interventions including motivational interviewing skills for intensive work with complex family situations to achieve the expected outcomes of the programme | X |  |
| Experience of working in practice applying the principles of the  GIRFEC  approach | X |  |
| Project management |  | X |
| Delivery of Family Nurse Partnership programme to clients |  | X |
| Significant experience of working with children, young people and families in deprived communities | X |  |
| Significant experience of midwifery, child health, public health, home visiting | X |  |
| Reflective practitioner | X |  |
| Motivational interviewing |  | X |
| **SKILLS AND CAPABILITIES** |
| Able to manage strong emotions, sensitive issues and undertake courageous conversations  | X |  |
| Able to develop therapeutic relationships in complex situations | X |  |
| Able to work effectively in a team, demonstrating leadership qualities | X |  |
| Able to design, deliver and evaluate simple education within a team setting | X |  |
| Able to apply a person centred approach to practices | X |  |
| Able to manage adversity and stressful complex situations, exposure to distressing life events and stressful complex partnerships | X |  |
| Highly reflective and able to learn from experiences | X |  |
| Able to assess a situation, set priorities and problem solve quickly and effectively | X |  |
| Able to communicate professionally and succinctly both verbally and in writing | X |  |
| Exceptional communication, and facilitation skills | X |  |
| Able to demonstrate cultural competence through equitable and non-discriminatory practice and behaviour | X |  |
| Computer literacy in a range of software packages, including those used in clinical documentation. | X |  |
| Able to analyse clinical and numerical data | X |  |
| Able to promote the service to local communities, colleagues, commissioners and service providers | X |  |
| Able to support others to work within Public Protection policies and procedures | X |  |
| **OTHER REQUIREMENTS** |
| Willingness to undertake specialist post graduate education followed by ongoing consolidation and assessment in clinical practice | X |  |
| Willingness to undertake personal study to develop understanding of a range of clinical areas | X |  |
| Willingness to prepare for and engage in supervision | X |  |
| Committed to principles of FNP and a strong desire to see it succeed | X |  |
| Tenacious and persistent | X |  |
| Resilient | X |  |
| Empathic and non-judgemental | X |  |
| Warmth and flexibility | X |  |
| Self-awareness and Self -regulation | X |  |
| Pursues own personal and professional growth | X |  |
| Willingness to embrace a range of teaching and learning approaches | X |  |
| Able to travel independently | X |  |