

NHS Lothian

Post: Senior Forensic Mental and Substance Misuse Nurse

PERSON SPECIFICATION

In order to be shortlisted you must demonstrate you meet all the essential criteria and as much of the desirable as possible. When a large volume of applications are received for a vacancy and most applicants meet the essential criteria then the desirable criteria is used to produce the shortlist.

Criteria	Essential	Desirable	How assessed
Personal Traits	<p>Committed to the development and maintenance of good relationships with colleagues and patients.</p> <p>Ability to work flexibly as part of a team.</p> <p>Motivated and committed to further development and of skills and knowledge.</p> <p>Excellent communication (verbal and written) skills.</p> <p>Ability to work independently and use initiative.</p> <p>Caring and compassionate</p> <p>Ability to manage time in relation to case work.</p> <p>Understand and demonstrates NHS Our Values Into Action.</p> <p>Commitment to promoting evidence based best practice</p>	<p>To work with others to create a shared vision</p>	A, I
Qualifications and Training	<p>First level Registration (Mental health Nurse).</p> <p>Non Medical Prescribing SCQF level 9 or working towards.</p>	<p>Clinical Decision Making module SCQF level 11 or willing to work towards.</p> <p>New to Forensic or</p>	A, C, I

	<p>Ability to demonstrate knowledge and a range of skills working with people who have a range of mental health and substance misuse disorders.</p> <p>Evidence of leadership and management development</p> <p>Mental health and substance misuse experience within acute, forensic and or community settings.</p> <p>Evidence of recent continuing professional development</p>	<p>National Education Scotland qualifications for substance misuse and or mental health</p> <p>Experience of psychological interventions</p>	
Experience and Knowledge	<p>Clear understanding of standards and audit.</p> <p>Evidence of post registration practice</p> <p>Recent experience in working in a range of clinical settings</p> <p>Experience & knowledge of patients with complex health & social needs</p> <p>Knowledge of NHS environment and current policies affecting health of the population</p> <p>An understanding of clinical governance</p> <p>Experience of working in acute mental, forensic and substance misuse health setting.</p> <p>Evidence of undertaking mentorship role and supervision</p>	Experience of working within secure environment	A, I, R
Skills and/or Abilities	<p>IT literate, ability to learn and use varied IT systems.</p> <p>Ability to persuade and influence others</p>	<p>Evidence of change management skills.</p> <p>Experience of working patients with Learning</p>	A, I

	<p>Ability to effectively prioritise a challenging workload to meet departmental and organisational deadlines</p> <p>Effective decision making skills, with the ability to analyse, interpret and compare a range of information</p> <p>Capable of rational decision making based on theory, research and reality.</p> <p>Proven ability to organise workload and delegate</p>	difficulties or ADHD.	
Specific Job Requirements	Current registration with NMC		A

Key – how assessed	
A = Application form	I = Interview
C = Copies of certificates	T= Test or exercise
P = Presentation	R = References