

## EMPLOYEE SPECIFICATION FOR THE POST OF SENIOR SUBSTANCE MISUSE NURSE

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation

Attribute	Essential	Weight	Desirable	Weight	How Identified
Values	<ul style="list-style-type: none"> <li>All colleagues are expected to demonstrate at interview that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: <b>Trust Honesty Respect Compassion Teamwork</b></li> </ul>	2			Interview
	<ul style="list-style-type: none"> <li>All colleagues are expected to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion (EDI) and how it applies to their role. The Trust's expectations are highlighted within our EDI Policy, and associated EDI and Human Rights legislation</li> </ul>	2			
Physical Requirements	<ul style="list-style-type: none"> <li>Able to undertake training in physical interventions</li> </ul>	2	<ul style="list-style-type: none"> <li></li> </ul>		Occupational Health
Qualifications - Academic / Craft / Professional	<ul style="list-style-type: none"> <li>First level registered nurse, RGN or RNMH</li> <li>Significant demonstrable experience within the substance misuse field with evidence of appropriate continued learning</li> </ul>	2	<ul style="list-style-type: none"> <li>Certificate/Diploma in Counselling</li> </ul>	2	Application form and interview
		2	<ul style="list-style-type: none"> <li>Advanced professional qualifications (RCGP)</li> </ul>	2	
			<ul style="list-style-type: none"> <li>ENB 998</li> </ul>	2	
			<ul style="list-style-type: none"> <li>Non Medical Prescribing Course (or willingness to attend)</li> </ul>	2	
Training	<ul style="list-style-type: none"> <li></li> </ul>		<ul style="list-style-type: none"> <li></li> </ul>		

Experience	<ul style="list-style-type: none"> <li>• Experience of working with and interviewing clients on a 1:1 basis and building good service user relations</li> <li>• Experience of close working relationships with a variety of statutory agencies and other external organisations</li> <li>• Significant experience of planning and being in charge of a ward/unit</li> </ul>	2  2  2	<ul style="list-style-type: none"> <li>• Experience of working in criminal justice setting</li> <li>• Experience of carrying out PADs and supervision</li> </ul>	2  2	Application form and interview
Knowledge	<ul style="list-style-type: none"> <li>• Understanding of current substance misuse related issues</li> <li>• Awareness of other issues relevant to healthcare within criminal justice</li> <li>• Understanding of equal opportunities issues within healthcare in criminal justice</li> <li>• Understanding of relevant Local and National Strategy</li> <li>• Knowledge and understanding of the interface across clinical pathways</li> <li>• Extensive knowledge of a range of therapeutic approaches to care</li> <li>• Knowledge and understanding of risk assessment and implementation</li> <li>• Autonomous decision making</li> <li>• Experience of clinical leadership</li> </ul>	2  2  2  2  2  2  2	<ul style="list-style-type: none"> <li>• Awareness of local networks to support the delivery of SMS</li> <li>• Understanding of problematic drug misusing issues in offenders</li> </ul>	2  2	Application form and interview

Skills	<ul style="list-style-type: none"> <li>• Excellent patient focussed assessment skills</li> <li>• Excellent interpersonal skills</li> <li>• Negotiation and mediation skills</li> <li>• Leadership skills</li> <li>• Excellent written and verbal communication at all levels</li> <li>• Ability to engage with and develop a rapport with the client group</li> <li>• Ability to participate in and understand multi professional teamwork</li> <li>• Ability to establish therapeutic relationships with clients</li> <li>• Effective problem solving and decision making skills</li> <li>• Teaching, influencing, negotiation, and supervision skills</li> </ul>	<p style="text-align: center;">2</p>	<ul style="list-style-type: none"> <li>• Evidence based therapeutic skills</li> <li>• Experience of training delivery</li> <li>• Demonstrable project management skills</li> </ul>	<p style="text-align: center;">2</p> <p style="text-align: center;">2</p> <p style="text-align: center;">2</p>	Application form and interview
Contractual Requirements	<ul style="list-style-type: none"> <li>• Flexibility to work evenings and weekends.</li> </ul>	<p style="text-align: center;">2</p>	<ul style="list-style-type: none"> <li>•</li> </ul>		

**PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT**