

 **Person Spec SHDS**

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|  | **Essential** | **Desirable** |
| **Qualifications** | Registered Nurse or AHP qualified to degree level. | Specialist practitioner Management experience |

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| **Clinical and interpersonal** | Very skilled in ability to carry out complex specialistInterpersonal assessment and interpretation followed by appropriate action. Can communicate sensitive complex and at times contentious information to clients and at times staff. Have the skills to manage hostile or antagonistic behaviour. |
| **Client Care** | Able to take the lead, take direct responsibility for delivery of service in local area. Be an accomplished practitioner. Able to skilfully support those who assess, develop, and implement programmes of care with an inter /multidisciplinary approach |
| **Planning and organising skills** | Working as an autonomous practitioner, the Senior HD Specialist must have the ability to plan and organize complex activities or programmes, manage all areas of the local service provision whilst at all times being accountable for own professional actions |
| **Financial Management** | Working as an autonomous practitioner, the Senior HD Specialist must have the ability to plan and organize complex activities or programmes, manage all areas of the local service provision whilst at all times being accountable for own professional actions. |
| **Education & Training** | Facilitation of learning for small and large groups. Have a good understanding of how adults learn. Provide this service to paid and non-paid trainers. The provision of resources for service users. Production of literature for publication. Previous experience essentia |
| **Research** | The ability to manage and undertake audits, as necessary. |
| **Staff/student supervision** | The ability to provide all supervision and support to the project staff team and any students as agreed with the direct line manager in compliance with good practice |
| **Knowledge of data protection and confidentiality** | Understand and apply the principles of data protection and confidentiality across all areas of work. |
| **IT skills** | Should have excellent IT skills and be very familiar with Microsoft Office, Powerpoint and other relevant software Programme |

## Personal Attributes and competencies

**Managing Relationships & Team-working**

Able to build and maintain effective relationships with a range of people. Works co- operatively with others to be part of a team

## Planning & Organising

Able to think ahead in order to establish an efficient and appropriate course of action for self and others, taking into account all relevant issues

## Analytical

Able to critically evaluate information which can often be complex and address limitations or errors. Has a good understanding of motives and behaviours

## Resilience

Manages personal effectiveness by managing emotions in the face of pressure and complex situations. Demonstrates an approach to work that is characterised by commitment, motivation and energy

## Influence & Persuasion

Able to present sound and well-reasoned arguments to convince others, using a variety of techniques

## Developing Others

Able to recognise and foster the development of potential.