**Person Specification**

**Registered Nurse Band 5 Equivalent - Inpatient Unit**

| **Factors** | **Essential** | **Desirable** |
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| 1. **Physical Requirements**  i.e. Level of physical functioning required to carry out duties e.g. would any aids / adaptions be required. | Health Clearance from Occupational Health for the role specified.  Fit to undertake the requirements of the role. |  |
| **2. Education / Qualification**  Education, qualifications  Registration requirements | RN Adult Part 1 NMC register  RN/RMN Part 1 NMC register  Computer literacy | Mentorship qualification |
| **3. Previous Experience** | A keen interest in working with people living with HIV, mental health and other long-term conditions.  Understanding of the current issues for people living with HIV.  Experience and understanding of developing therapeutic working relationships with patients. | Minimum of 6 months post registration nursing experience  Nursing experience in a relevant setting e.g. HIV, long-term conditions, mental health, sexual health or substance misuse  Palliative care experience an advantage.  Experience of health promotion. |
| **4. Skills & Knowledge** | Effective interpersonal communication across a range of groups and situations.  Excellent written, IT and documentation skills  The ability to analyse situations in real-time, make decisions and manage risk.  Ability to clearly articulate some of the nursing and holistic requirements of people living with HIV.  Able assess, plan, document, manage and communicate nursing needs and sensitive care issues effectively to the team.  Ability to cope with conflicting priorities of self and others, working flexibly and developing a realistic plan and schedule of work.  Ability to work independently using initiative  Inclusive approach to diversity and commitment to fairness and equal opportunities within a diverse work culture  Evidence of continuing professional /personal development.  An excellent understanding of applying safe working practices. | Completion of the NHIVNA competency framework 2015  An interest in mental health and health promotion |
| **5. Aptitudes, Personal Characteristics** | Caring and compassionate to ensure client/patient centred holistic care.  Flexible and adaptable in the context of an unpredictable environment.    Strong sense of commitment to openness, honesty and integrity.  Self-directed and motivated worker.    Self-awareness and uses critical reflection.  Assertiveness and interpersonal sensitivity.  Understands how to maintain confidentiality.  Be able to work within professional boundaries. |  |