# **PERSON SPECIFICATION: SCPHN – Youth Justice Service and Vulnerable Young People POST REFERENCE:107275**

**HARTLEPOOL BOROUGH COUNCIL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS. IF THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES THEN A DISCLOSURE AND BARRING SERVICE (DBS) CHECK WILL BE REQUIRED.**

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| REQUIREMENTS | ESSENTIAL CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) | DESIRABLE CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) |
| * **Educational/vocational/ occupational qualifications and/or training** * **Specific qualifications (or equivalents)** | Specialist Community Public Health Nurse (School Nurse) (F) (I) with a minimum of 1 year post qualification experience or equivalent  Registered Nurse or Midwife (F) (I) | Nurse prescribing (F) (I)  Mentor Qualification (F) (I) |
| * **Work or other relevant experience** | Evidence of caseload management, managing time and resources (F) (I)  Experience working with vulnerable children and young people(F) (I)  Evidence of continuing professional development (I) (F)  Ability to demonstrate effective communication and interpersonal skills (F) (I)  Be able to challenge traditional boundaries using evidence-based approach (F) (I)  Ability to demonstrate change management skills (F) (I)  Evidence of awareness of health needs assessment and health inequalities (I) (F)  Evidence of knowledge of policies impacting on the health of children young people and families (I) (F)  Ability to demonstrate influencing and negotiating skills (I) (F)  Evidence of facilitation students undertaking the SCPHN programme within school nursing | Experience of safeguarding children and supporting vulnerable families? (F) (I)  Experience / Knowledge of the youth Justice service. (F) (I) |
| **ESSENTIAL/DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** | | |

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| REQUIREMENTS | ESSENTIAL CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) | DESIRABLE CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) | |
| * **Skills, abilities, knowledge and competencies** | Knowledge of safeguarding policies and procedures (F) (I)  Knowledge of trauma informed care (F) (I)  Experience working with young people to support emotional wellbeing (F) (I)  Able to manage conflict and challenge in a proactive positive way (F) (I) ( R) | tieodeo  Knowledge and experience of audit and research (F) (I) | |
| * + **General competencies** | Car Owner and Driver.  Proven experience to organise and manage workload (I)  Able to demonstrate developed written and verbal communication skills (I) (F)  Flexibility – able to cope with different work environments (F) (I)  A positive attitude towards integrated working (F)  Evidence of team working (F) (I) |  | |
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**On-going Training Requirements**

The post holder will be required to undertake the following mandatory/essential training at the frequency indicated.

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| **Mandatory/Essential Training** | **Frequency** |
| Safeguarding training in line with Safeguarding Children And young people. roles and competencies for Health Care Staff – Intercollegiate document  All training identified with the Training needs analysis applicable for the role | Annual training |

Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council’s Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.