

**BOSENCE FARM COMMUNITY LTD  
BOSWYNS HOUSE  
Residential Detox and Stabilisation**

**PERSON SPECIFICATION  
TEAM MEMBER (Nurse)**

<b>EDUCATIONAL/PROFESSIONAL QUALIFICATIONS</b>	
1. Good standard of general education.	Essential
2. RGN/RMN qualification.	Essential

<b>KNOWLEDGE AND EXPERIENCE</b>	
4. A minimum of 1 years' experience of working directly with clients in substance misuse treatment.	Essential
5. Experience of working in a residential setting.	Desirable
6. Experience of Youth Work and Criminal Justice Work.	Desirable
7. Experience of delivering detoxification in a residential setting and co-ordination of care delivery.	Desirable
8. Knowledge and understanding of the range of models of community and residential rehabilitation options	Desirable
9. If in personal recovery, to have at least 5 years' continuous personal recovery.	Essential
10. Knowledge of primary healthcare relating to drug use, its impact on the individual and treatment options.	Essential
11. Experience of working within a multi-disciplinary team.	Desirable
12. Experience of inter-agency working.	Essential
13. Experience of providing short term nursing interventions and care packages.	Essential
14. Experience of delivering group work and/or health promotion/education.	Desirable
15. Experience of delivering psycho-social interventions	Desirable
16. Experience of key-working, care planning and reviewing client care.	Essential
17. Experience of delivering harm reduction interventions and other health advice.	Essential
18. Experience of administering and recording of medicines	Essential
19. Experience of administering controlled drugs	Desirable

<b>SKILLS AND ABILITIES</b>	
20. Ability to carry out comprehensive assessments	Essential
21. Excellent negotiating skills, both personally and professionally.	Essential
22. Ability to work as part of a team.	Essential
23. Good planning and time management skills.	Essential
24. Excellent communication skills – verbal and written.	Essential
25. Ability to create good rapport with people, including staff, service users and other professionals.	Essential
26. Ability to establish and maintain clear boundaries with clients.	Essential
27. Ability to deliver nursing care to individuals.	Essential
28. Ability to deliver social care and to facilitate groups	Essential
29. Ability to manage own workload.	Essential
30. Ability to work to deadlines.	Essential
31. Good administration and IT skills.	Essential
32. Clean driving licence.	Desirable

<b>ATTITUDES AND VALUES</b>	
33. Clear understanding of and commitment to Equal Opportunities.	Essential
34. Commitment to the mission and values of Bosence Farm Community Ltd.	Essential
35. Commitment to multi-disciplinary working.	Essential
36. Commitment to working as part of a team.	Essential
37. A willingness to be flexible over working hours.	Essential
38. Commitment to providing residential care to drug users.	Essential
39. Commitment to service user involvement and consultation, and quality assurance.	Essential