

PERSON SPECIFICATION

Job Title	Clinical Support Assistant		Department	Adult Services
REQUIREMENTS	ESSENTIAL	DESIRABLE	ASSESSMENT METHOD	
<b>Education:</b>	Educated to Vocational Qualification Level II in Healthcare or equivalent, or able to demonstrate the skills, knowledge and ability to work to this level.	<p>Care Certificate</p> <p>Clinical skills:</p> <ul style="list-style-type: none"> <li>• Measurements and investigation</li> <li>• Health and promotion, behaviour change and obesity management</li> <li>• Atrial fibrillation, INR testing and anticoagulation</li> <li>• Tissue viability and wound management</li> <li>• Introduction to long term conditions</li> <li>• Pernicious anaemia and B12 injections</li> <li>• Supporting patients with mental health issues, learning disabilities and / or dementia</li> </ul> <p>Certificate of professional development (CPD) in healthcare support – level 4</p>	Evidence of academic study	<p>Evidence of academic study</p>

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		DoH / Skills for Health and Skills for Care, 2013  Diploma level 4/5 in Health and Social Care, or equivalent qualification that can be mapped	Evidence of academic study
<b>Knowledge:</b>	<p>Knowledge and understanding of relevant clinical skills</p> <p>Medication Management and compliance</p> <p>Good understanding of Health and Safety</p> <p>Positive Risk Management</p> <p>Providing services to people in a Person Centred way</p> <p>Have an understanding of how rights, dignity, privacy, respect and choice feature in the caring role</p> <p>Knowledge of legislation relevant to the service area</p> <p>Knowledge and understanding of safeguarding adults / child protection</p> <p>Willingness to undertake training in relation to required skills</p>		<p>Application Form / Selection Process</p>
<b>Experience required:</b>	Evidenced, effective continuous improvement in service delivery		Application Forms / Selection Process

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	<p>Working with multi-disciplinary teams including a range of professional groups</p> <p>Promoting the positive image of young adults with disabilities as part of the overall service</p> <p>Experience of working with young adults with complex needs</p>	<p>Clinical Knowledge and understanding of complex Health needs</p>	<p>Application Forms / Selection Process</p> <p>Application Forms / Selection Process</p> <p>Application Forms / Selection Process</p> <p>Evidence of academic study</p>
<p><b>Skills and Abilities:</b></p>	<p>Ability to work as part of the Clinical and Care teams both on own initiative and as directed by Nurse Team</p> <p>Excellent communication skills and interpersonal skills, with the ability to write letters, complete standard forms and liaise with managers, young people &amp; clients and staff accordingly</p> <p>Ability to manage conflicting priorities and to deliver results within timescales</p> <p>Ability to manage risk and apply a range of problem solving techniques</p> <p>Effective time management</p> <p>High level of self-motivation and continuing professional development</p>		<p>Evidence of academic study</p> <p>Application Form / Selection Process</p>

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	<p>Ability to represent the Trust internally and externally as required</p> <p>Basic IT skills</p> <p>Ability to attend meetings as and when required for the needs of the Trust</p> <p>Ability to adapt working style to meet the needs of the service within an ever changing environment</p> <p>Ability to deal with confidential information and material appropriately</p>		<p>Application Form / Selection Process</p>
		<p>Working knowledge of drug dosages and drug administration</p> <p>Working knowledge of emergency resuscitation techniques</p> <p>Working knowledge of pain management and assessment</p> <p>To undertake baseline physical observations</p>	<p>Application Form / Selection Process</p>
<p><b>Personal Attributes:</b></p>	<p>Supportive, empathetic, respectful, tolerant and positive approach towards young people and disabilities</p>		<p>Application Form / Selection Process</p> <p>Application Form / Selection Process</p>

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	<p>Ability to remain calm in demanding situations with a high tolerance level</p> <p>Willing, adaptable and flexible to work rotational shift patterns with good organisational skills</p> <p>Commitment to equality of opportunity and the ability to demonstrate that commitment</p>		<p>Application Form / Selection Process</p> <p>Application Form / Selection Process</p>
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