



## Jimmy's Clinical Nurse Lead

£43,742 equivalent to NHS Agenda for Change Band 7

Full Time (Part time will be considered on an individual basis)

Day time role.

Secondment (from an NHS organisation to be agreed with your current employer) or Fixed Term Contract for 12 months (based on Jimmy's terms and conditions if FTC not NHS)

Reporting to Jimmy's CEO

### About Jimmy's Cambridge

Jimmy's Cambridge is one of Cambridge's leading providers of support and accommodation to people who are and have been experiencing homelessness. We aim to help people get people off the streets and into their own home, backed up with all the support we can offer from our talented and committed team of staff, volunteers and partners.

#### Job overview

*To provide qualified specialist lead mental health nursing provision for Jimmy's.*

You will lead on the provision of crisis and intensive care consultations, advice and training at Jimmy's, developing, piloting and supporting the evaluation of a completely new service for our residents. You will do this by not only working with Jimmy's residents, staff and volunteers, but also working across the sector with other agencies to improve the lives of our residents.

Your clinical responsibilities will be around a case load of approximately 50 individuals over a 12 month period, completing urgent and emergency mental health assessments as well as interventions.

You will be working full or part time (to be considered) during the day only.

## Main duties of the job

Full set up of in-house clinical support service to Jimmy's residents, primarily based at 451 Newmarket Road, with travel to our hostel at East Road.

Your case load will be complex, and you will be expected to train and support non clinical colleagues to support mental health, trauma informed care in our psychological informed environment.

You will be required to support the design and development of the evaluation of this programme, with the intention, if successful outcomes are achieved, of evidencing the need for further grant funding to enable the programme to continue.

## Detailed job description and main responsibilities

### Clinical Skills

- To be able to carry a clinical case load of people experiencing homelessness and rough sleeping with moderate and severe mental health issues
- Provide comprehensive clinical interventions e.g. DBT skills, CBT skills, psychoeducation, coping skills, crisis intervention, WRAP formulation
- Demonstrates clinical expertise in working with this client group using recognised evidence-based frameworks.
- Demonstrate ability to engage proactively with residents and support workers to build positive working alliances.
- Shows commitment to provide consistency of care
- Able to make a systematic and comprehensive assessment / re-assessment of resident need employing appropriate assessment tools
- Demonstrates the skills and knowledge essential for developing risk management plans, and timely review of the risk management plan
- Shows ability to effectively co-ordinate and implement plans of care during the resident's journey and possible transitions through the mental health service and other community providers
- Actively engages with wider community based services / Jimmy's Support Workers, to identify appropriate resources to support our residents
- Can effectively employ autonomous decision-making skills, in high pressure situations.
- To support proactive management of residents who are defined as high intensity service users of urgent / emergency services in order to reduce the impact of individuals on services and improve outcomes for them.

## Leadership Skills

- Demonstrates a sound understanding of contemporary mental health issues and able to articulate a clear vision for mental health service development.
- The ability to engage meaningfully and non-judgmentally with unqualified / inexperienced members of staff, to upskill and energise them to take a more psychologically-informed approach to their work
- Facilitate systems to ensure the team provides excellent support to a spectrum of residents with a range of complex mental health needs.
- Able to offer constructive feedback to colleagues/team members.
- Shows a willingness to receive comments on personal performance both informally and through the annual appraisal process
- Demonstrates the attitudes and skills required to undertake supportive, effective appraisals for Jimmy's staff of any discipline.
- Acts as a role model in the clinical arena for all staff.
- Actively engages in reflection on own practice as an ongoing process and through regular clinical supervision and can role model this to other Jimmy's team members
- Conduct a legal, ethical and accountable practice and remain open to the scrutiny of peers.
- Demonstrates the knowledge and skills necessary to provide and/or co-ordinate effective clinical & case management supervision of the team.
- Support the development of effective care and support pathways for Jimmy's Residents.

## Professional and Education / Training Skills

- Maintains an effective learning environment for the Jimmy's team
- Keeps up to date with legislation, evidence-based practice and has a clear understanding of good practice.
- Shows evidence of commitment to lifelong learning through ongoing professional and career development.

- Follows professional guidelines and Codes of Practice as laid down by relevant governing body.

## Person specification

### Knowledge

#### *Essential criteria*

- Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration.
- Well developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to residents, and other professional colleagues throughout Jimmy's and both within and outside community based teams, and the NHS.
- Skills in providing consultation to other professional and non-professional groups, bearing in mind most of this role's colleagues will not be clinical and will be non-professional.
- Good organisational and time management skills, ability to plan and prioritise own workload

#### *Desirable criteria*

- Knowledge of the theory and practice of specialised psychological therapies with people experiencing homelessness and rough sleeping with a wide range of mental health difficulties, in addition to being able to carry out basic therapeutic interventions.

### Qualifications

#### *Essential criteria*

- Qualified Mental health Nursing degree/diploma/masters. With significant post qualifying experience
- Current NMC Registration

#### *Desirable criteria*

- Completed further training in specific fields of mental health including but not limited to EMDR, DBT, Trauma-Focused CBT and / Or CBT or other evidence based therapy or mentoring / Leadership courses / nurse prescriber.

## Experience

### *Essential criteria*

- Experience of specialist psychological assessment and treatment of clients across the full range of care settings, including outpatient, community, day services and inpatient settings.
- Experience of working with a wide variety of client groups, across the whole life course presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and threat of physical abuse
- Have the ability to manage, supervise and appraise clinical staff in mental health services in areas of clinical supervision, case-management where we have individuals on placement within Jimmy's

## Personal Qualities

### *Essential criteria*

- Ability to work as part of a team and independently
- Ability to reflect on own practice and willingness to be involved in supervision
- Flexible and resourceful in coping under pressure and with conflicting demands

## Other Information

This role has a 6 month probationary period. This, together with the induction process, aims to create a positive supportive working environment allowing new employees to learn key elements of their role over a reasonable timescale

Appointment to this post is subject to Jimmy's receiving satisfactory references covering 3 years of employment or study. Please ask your referees to respond promptly to reference requests.

Employees are expected to undertake mandatory and statutory training related to their role.

We are ambitious in our pursuit of excellence, driven by the belief that a fair, just and fully inclusive organisational culture enables our teams to deliver the best quality of support and services possible and we work hard to ensure that our diverse workforce reflects the communities that we serve.

We welcome applications from all sections of the community.

You must have appropriate UK professional registration and be a registered nurse with the NMC. **Please provide your registration number on your application.**

This post is subject to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2020 and it will be necessary for a submission for Disclosure to be made to the Disclosure and Barring Service.