

Job Advertisement

Job title:	Clinical Nurse Specialist in Dual Diagnosis
Department:	Housing First
Reporting to:	Director of Nursing and Addiction
Salary:	€59,211 - €68,465
Hours:	Full-Time
Location:	Mid East – co. Kildare & co. Wicklow

Role overview

Peter McVerry Trust is a national housing and homeless charity committed to reducing homelessness and the harm caused by substance misuse and social disadvantage.

Housing First is a model of housing that provides housing with wrap around supports to those who are long-term homeless and who have a history of extensive rough sleeping and / or custodial sentences. Housing first targets those with complex and high support needs such as physical health, mental health and addiction needs.

The service provides supports through intensive case management with multi-disciplinary specialisms to provide supports to tenants in their own homes. Intensive case management includes an assigned case manager to support tenants in move-in and daily living and community integration, with supports ranging from intensive (daily) to moderate (1 per week).

PMVT has almost 40 years-experience of successful service user engagement that has been incorporated into the delivery of Housing First services and it is our intention to continue to build on this in the interests of all housing first participants. PMVT has deployed a number of innovative methods which have proven to effectively engage with service users, specifically those who have a longer history of homeless and who present with complex support needs and those who have spent significant periods of time in emergency accommodation.

This is an exciting role for a clinical nurse specialist in mental health working within the housing first team. The role is diverse, requires a unique approach and has the ability to generate very positive outcomes for the participant group. The Clinical Nurse specialist in dual Diagnosis will work as part of our housing first team. The CNS will be responsible for offering support to the participant group of housing first to include carrying out mental health assessments, making recommendations in terms of plans of care and liaising with external agencies that support the participant in terms of need in relation to both addiction and mental health. The CNS in Dual diagnosis will offer specialist supports to the participant group with complex needs and engage with community supports to ensure the reintegration aspect of the housing first model is upheld. The CNS will be responsible for group delivery, conducting home visits, medication reviews, making recommendations, attending case conferences and

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contributing towards the ongoing development of the mental health supports within the organization.

Clinical Focus

The clinical focus will be in adherence with the care planning process of assessment, planning, implementation and evaluation. The responsibilities of the Clinical Nurse Specialist will be to participate in and contribute towards the development of systems and practices to support the need of the participant group. The responsibility will also lie with the clinical nurse specialist to carry out research in line with organizational systems and practices associated with conducting research. The ongoing development of the enhanced health supports programme will be an integral part of the role and one in which the clinical nurse specialist will contribute towards.

Advocate

The role of the Clinical Nurse Specialist will be that of advocacy for the participant group. There is a large number of participants residing within the housing first service who have not had links to or been provided care by mainstream mental health services as a result of complex needs and often are faced with challenges in communicating their needs. Advocacy is an integral aspect of the role.

Audit and Research

The clinical nurse specialist will make an active contribution towards areas of research under the CNS remit and consistently work towards improving care delivery based on outcomes.

Education and training

The clinical nurse specialist will have a role in devising and delivering training to frontline staff in the area of mental health. They will also take a lead in supporting the staff through education in the area of mental health.

Consultancy

The clinical nurse specialist will be called upon to exercise their consultancy function and have input/provide guidance on areas pertaining to participant care or directing care planning based on recommendations made.

Responsibilities

The role will include but not limited to, the following key responsibilities;

Professional Knowledge

- Practice in accordance with relevant legislation and with regard to The Scope of Nursing & Midwifery Practice Framework (Nursing and Midwifery Board of Ireland, 2015) and the Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives (Nursing and Midwifery Board of Ireland, 2014)

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- Maintain a high standard of professional behavior and be professionally accountable for actions/omissions. Take measures to develop and maintain the competences required for professional practice
- Adhere to relevant legislation and regulation
- Adhere to appropriate lines of authority within the nurse management structure

The Clinical Nurse Specialist (Dual Diagnosis) will demonstrate:

- In-depth knowledge of the role of a Clinical Nurse Specialist (Dual Diagnosis)
- The ability to formulate a plan of care based on findings and evidence-based standards of care and practice guidelines
- The ability to follow up and evaluate a plan of care
- Possess a working knowledge of factors that present for participants within the homeless services
- Knowledge of mental health promotion principles/coaching/self-management strategies that will enable people to take greater control over decisions and actions that affect their mental health and wellbeing
- An understanding of the principles of clinical governance and risk management as they apply directly to Clinical Nurse Specialist in Dual Diagnosis
- A working knowledge of audit and research processes

Planning and Organizing

- Demonstrates an ability to manage and develop self and others in a busy working environment
- Anticipates problems and issues and take preventative action to address these
- Delegates effectively to ensure objectives are achieved
- Sets realistic timeframes
- Prepares by ensuring adequate resources are available
- Ensures resources are utilized in an effective and efficient manner

Professionalism

- Demonstrates the ability to work with multiple stakeholders across clinical and non-clinical services
- Manages others fairly and consistently
- Demonstrates the ability to work under pressure
- Awareness of one's own strengths and weakness
- Demonstrates resilience by not taking things personally and striving for a successful outcome
- Maintains appropriate level of visibility throughout the Organisation

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Communication

- Expresses ideas clearly and logically, supported by the appropriate evidence to persuade others
- Information sharing in an open and timely manner ensuring to keep relevant people informed
- Delivers presentations to groups with confidence and credibility
- Ability to facilitate two-way communication between conflicting parties
- Effectively communicates new initiatives and ideas to ensure successful implementation

Team Player

- Proactively develops and nurtures workplace relationships
- Understands and tolerates different needs and viewpoints
- Utilizes team strengths and attributes in achieving goals
- Engages input from all team members

Leadership

- Embraces organizational change initiatives
- Articulates the benefits of change to others
- Ability to encourage, inspire and support others to deliver
- Ability to understand how individuals, at all levels, operate and how best to use that understanding to achieve objectives in the most efficient and effective way
- Facilitates change
- Ability to bring new ideas and initiatives to fruition

Innovation

- Embraces change by being flexible and enthusiastic to new ideas
- Strives to continually improve own processes and service area
- Puts forward proposals and develops strategic implementation plans to introduce new and improved ways of operating

Problem Solving and Decision Making

- Acts quickly to address urgent matters
- Anticipates problems and issues and takes preventative action to address them
- Ability to make decisions in challenging situations
- Accurately anticipates likely consequences of actions and decisions

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Other Duties:

- Any other duties as designated by Management.
- Any other duties which may arise to ensure the provision of service to participants.

Experience required

Qualifications, Skills and Experience required;

- Be a registered nurse in the Psychiatric Division on the active Register of Nurses
- Hold a relevant (level 8) post-graduate qualification in Mental Health
- Hold a full current driver license and have access to a car
- Five years post qualification experience
- Two years post qualification experience in Mental Health Specialist Care.
- Demonstrate evidence of continuing professional development
- Have the ability to practice safely and effectively fulfilling his/her professional responsibility within his/her scope of practice
- Experience in the area of mental health community nursing
- Experience of working with individuals with a background of homelessness desirable

Other information

- Confidentiality: It is a condition of service that all information obtained during the course of employment, especially with regard to participants affairs is treated with the strictest confidence.
- Equal Opportunities: To implement Equal Opportunities into your daily practice at all times
- Health and Safety: To be responsible for your own health and safety and that of your Colleagues in accordance with relevant PMVT policies and procedures.
- Child Protection: Follow all child protection legislation, regulations, and guidelines including the PMVT Child Protection and Safeguarding Policy.

How to apply

To apply, please download the application form available at pmvtrust.ie/careers and return to recruitment@pmvtrust.ie.

Peter McVerry Trust is an Equal Opportunity Employer.

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