

Person Specification

Post: Mental Health Practitioner (CYP) – Band 6

Attribute	Essential The qualities without which a post holder could not be appointed	Desirable Extra qualities which can be used to choose between candidates who meet all the essential criteria	How Assessed e.g. application form, interview, test, in-tray exercise etc
Education / Qualifications	<ul style="list-style-type: none"> • Nursing qualification (RMN / RSCN / RNMH) • Or, Social Work (CQSW / DipSW) • Or, Occupational Therapy • Or, other relevant qualification: e.g. IAPT qualification • Evidence of current professional registration and continued professional development • Educated to post graduate diploma level or be able to demonstrate equivalent skills and abilities to work at this level. • Key skills in literacy, numeracy, IT and key board skills 	<ul style="list-style-type: none"> • Training in one or more additional specialised areas of practice including children and young people • Evidence of teaching and assessing in clinical practice • Mentorship qualification 	<ul style="list-style-type: none"> • Application Form • Certificate(s) • Interview
Experience	<ul style="list-style-type: none"> • Significant experience in either community or inpatient settings which meet the core competencies of the post • Experience of assessment, formulation and managing complex cases and risk within a mental health service • An extensive range of clinical experience within the speciality or within a care pathway • Experience of exercising clinical responsibility for patients' care and treatment. • Experience of working collaboratively with service 	<ul style="list-style-type: none"> • Experience of working with a wide variety of patient groups, across the whole life span and presenting with the full range of severity. • Experience of assessing and treating patients across the full range of care settings. • Experience of using outcome measures to evaluate the impact of their clinical practice • Experience of children and young people's inpatient mental health care 	<ul style="list-style-type: none"> • Application Form • Interview

	<p>users and their families / carers</p> <ul style="list-style-type: none"> • Experience of teaching, training and/or professional and clinical supervision. • Experience of supervision of less experienced practitioners within the MDT • Effective skills to be able to communicate, orally and in writing, highly technical and clinically sensitive information to patients, their families, carers and other professional colleagues both within and outside the NHS. • Skills in providing consultation to other professional and non-professional groups • Experience of report writing 	<ul style="list-style-type: none"> • Experience of working across professional/organisational boundaries 	
Knowledge	<ul style="list-style-type: none"> • Knowledge of the use of outcome measures and the ability to use assessment tools and outcome measures effectively and in collaboration with the child, young person and family. • Knowledge of the policy guidance and legislation specifically relating children and young people • Knowledge of legislation in relation to the patient group and mental health, including the Mental Health Act and issues of capacity and consent • Detailed knowledge of child safeguarding procedures • Knowledge of CAMHS referral systems • Care Programme Approach and its application in practice. • Detailed understanding of Safeguarding and its 	<ul style="list-style-type: none"> • A general understanding of evidenced based psychological therapies from a range of modalities, including systemic working 	<ul style="list-style-type: none"> • Application Form • Interview

	<p>application in practice.</p> <ul style="list-style-type: none"> • Clinical Risk Assessment and Management and its application in practice. • Clinical Governance and its application in practice. • Research and development methodology. • Understanding of psychological models of care and treatment including evidence-based interventions for psychological trauma. 		
<p>Skills and Abilities</p>	<ul style="list-style-type: none"> • Have sound assessment skills and ability to articulate outcomes to CYP, families, other clinicians, practitioners and stakeholders • Ability to provide clinical supervision to the workforce • Ability to remain motivated • Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours • Demonstrable commitment to the focus on quality, promotes high standards to consistently improve patient outcomes • Ability to work across boundaries and look for collective success, listens, involves and respects and learns from the contributions of others • High level mental health assessment and risk assessment skills • Case management skills focusing on the needs of the CYP and the context of their pathway in relation to all 		<ul style="list-style-type: none"> • Application Form • Interview

	<p>clinical and legal processes</p> <ul style="list-style-type: none"> • Problem solving skills and ability to respond to sudden unexpected demands • Ability to analyse complex facts and situations and develop a range of options • Able to anticipate and resolve problems before they arise • Good organiser, influencer and networker • Compassionate in meeting the needs of vulnerable children and young people and their families and carers. • Able to engage with vulnerable people and work effectively in distressing and challenging circumstances • Able to work flexibly and co-operatively as part of a team • Able to use own initiative and make decisions independently • Committed to continual quality and service improvement • Self-aware and committed to professional and personal development. • Able to accept and respond positively to feedback from supervision • Use multimedia materials for presentations in professional settings. 		
<p>Work Related Circumstances</p>	<ul style="list-style-type: none"> • Excellent interpersonal and communication skills enabling good working relationships with others across professional boundaries • An interest in evidence based psychological therapies and a willingness 		<ul style="list-style-type: none"> • Application Form • Interview

	<p>to promote them</p> <ul style="list-style-type: none"> • Able to provide and receive complex sensitive information and negotiate with other clinicians on difficult issues. • Interpersonally calm and able to defuse difficult situations. • Ability to inspire others and work collaboratively. • Adaptability, flexibility and ability to cope with uncertainty and change • Works well under pressure and is proactive • Willingness to work flexibly including non-social hours and weekends • Good organisational and time management skills, ability to plan and prioritise own work load. • Ability to work as part of a team and independently. • Willingness to travel within and beyond Greater Manchester • Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs • Willing to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies • Appointments to regulated and controlled activities require an enhanced DBS disclosure. 		
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Drawn up by: Helen Lambert

Date: June 2018