

Person Specification

Post: Senior Mental Health Practitioner (CYP) - Band 7

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 first degree level with short courses and experience to Masters' level. • Key skills in literacy, numeracy, IT and key board skills 	<ul style="list-style-type: none"> • Training in NICE approved intervention for trauma e.g. tf-CBT or EMDR • Training in one or more additional specialised areas of practice e.g. tf-CBT or EMDR 	<ul style="list-style-type: none"> • Application Form • Certificate(s) • Interview
Experience	<ul style="list-style-type: none"> • Experience of working as a senior clinician in clinical settings which meet the core competencies of the post • Experience of managing complex cases within a mental health service • An extensive range of clinical experience within adult mental health services including working with psychological trauma • Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration. • Extensive experience of 	<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. • Skills in service evaluations and service relevant research • Experience of supervision of less experienced practitioners 	<ul style="list-style-type: none"> • Application Form • Interview

	<p>providing evidenced based assessments, formulations and treatment packages.</p> <ul style="list-style-type: none"> • Experience of using outcome measures to evaluate the impact of clinical practice • Experience of working across professional/ organisational boundaries • Experience of exercising full clinical responsibility for patients' care and treatment. • Experience of teaching, training and/or professional and clinical supervision. • Well-developed skills in the ability to communicate effectively, orally and in writing, highly technical and clinically sensitive information to clients, their families/carers and other professional colleagues both within and outside the NHS. • Skills in providing consultation to other professional and non-professional groups 		
<p>Knowledge</p>	<ul style="list-style-type: none"> • Knowledge of the use and inputting of outcome measures • An understanding of evidenced based psychological therapies from a range of modalities, including systemic working • Knowledge in the practice of specialist therapies in adult mental health within a stepped model of care • High level of working knowledge of the policy guidance and legislation specifically relating adults • Knowledge of legislation in relation to the patient group and mental health, including 		<ul style="list-style-type: none"> • Application Form • Interview

	<p>the Mental Health Act and issues of capacity and consent</p> <ul style="list-style-type: none"> • Detailed knowledge of child and adult safeguarding procedures • Knowledge of mental health referral procedures 		
Skills and Abilities	<ul style="list-style-type: none"> • Ability to demonstrate clinical credibility with clinicians, practitioners and stakeholders • Ability to provide clinical supervision to the workforce • 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 adults and the context of their pathway in relation to all clinical and legal processes • Problem solving skills and ability to respond to sudden unexpected demands • Ability to analyse complex facts and situations and develop a range of options 	<ul style="list-style-type: none"> • Ability to lead, manage and motivate a team of practitioners 	<ul style="list-style-type: none"> • Application Form • Interview

	<ul style="list-style-type: none"> • Able to anticipate and resolve problems before they arise • Good organiser, influencer and networker 		
Work Related Circumstances	<ul style="list-style-type: none"> • Excellent interpersonal and communication skills enabling good working relationships with others across professional boundaries • Able to provide and receive highly complex sensitive information and negotiate with senior stakeholders on difficult issues. Ability to present complex and sensitive information to large and influential groups • To have an interest in evidence based psychological therapies and a willingness to promote them • Maintaining a high degree of professionalism in the face of conflicting priorities and agendas. • Interpersonally calm and able to defuse difficult situations. • Ability to inspire others and lead 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 • Use of a car and willingness / ability to travel within and beyond Greater Manchester • Good organisational and time management skills, ability to plan and prioritise 		<ul style="list-style-type: none"> • Application Form • Interview

	<p>own work load.</p> <ul style="list-style-type: none">• Ability to work as part of a team and independently.• 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