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Band 7 Autism Assessment Specialist

Job Title: Autism Assessment Specialist

Band: 7

Department: Child and Family Service CAMHS Neurodevelopmental Constellation

All candidates will be considered on their ability to meet the requirements of this person specification.

E = Essential criterion for the role D = Desirable criterion for the role.

Attributes/Skills	Key Requirements	Criteria (E/D)
Education/Qualifications	1. Completion of appropriate professional course	E
	2. Registration with Health Professions Council or equivalent	E
	3. Evidence of successful completion of courses relevant to area of highly specialist knowledge and skills (i.e., neurodiversity)	D
	4. ADOS Training	D



<p>Experience</p>	<ol style="list-style-type: none"> 1. Experience of working with children in both group and individual settings 2. Experience in training others 3. Experience of supervising and managing others 4. Experience of developing pathways, ideally within an NHS setting 5. Experience of supervising Trainees, Assistants and other AHPs. 6. Experience of MDT working 7. Experience of creating groups and waiting list initiatives 	<p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p>
<p>Knowledge</p>	<ol style="list-style-type: none"> 1. Highly specialist knowledge of Autism Spectrum Condition, assessment process for Autism, and alternative formulations 2. Evidence of a good understanding of normal child development and the implications of special needs 3. Evidence of general understanding of sensory, learning and physical disabilities and how these may impact a young person ad their assessment 4. Knowledge of legislation affecting our work with children 5. Evidence of sound knowledge of the roles of other agencies involved 6. An awareness of, and sensitivity to the needs of a multicultural client group 7. Knowledge of standardized assessments and their application to this client group 8. Knowledge of the principles of clinical governance and its application 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>



Skills/Personal qualities	1. Experience in working with children	E
	2. Ability to work and communicate and negotiate with a wide range of professionals	E



	<p>as a member of a multidisciplinary team e.g. other health professionals, education staff, Social Services and other statutory and voluntary organisations.</p> <p>3. Ability to establish a therapeutic relationship with children and their carers/families motivating them to participate in the assessment process</p> <p>4. Ability to apply highly specialist knowledge and skills in advising others on the care and treatment of children in relation to neurodiversity</p> <p>5. Ability to demonstrate empathy with children and their carers/family ensuring that effective communication is achieved, particularly where barriers to understanding exist</p> <p>6. Excellent interpersonal skills including observation, listening, empathy and negotiation skills</p> <p>7. Ability to impart highly complex information to clients regarding their assessment and interventions</p> <p>8. Ability to provide emotional support to the client and his/her parents/carers and family in stressful situations e.g. coming to terms with the impact of a new or ongoing diagnosis and it's implications for the child and family on their daily lives</p> <p>9. Ability and commitment to working within a non-discriminatory client centered framework</p> <p>10. Ability to sustain concentration and maintain a pro-active role during the assessment and treatment of children</p> <p>11. Ability to work with both individuals and groups in a therapeutic setting</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>
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	12. Ability to manage children who can exhibit behaviours that may be difficult to work with	E
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	13. Evidence of ability to clinically lead, supervise and manage junior staff and students	E
	14. Ability to prioritise own workload taking into account both clinical and non-clinical elements	E
	15. Ability to assist and educate junior staff in prioritising their work load taking into account both clinical and non-clinical elements	E
	16. Ability to train others (junior staff, students, other disciplines)	E
	17. Ability to apply highly specialist knowledge and skills in providing advice on service delivery e.g. suggestions on how service delivery can be improved.	E
	18. Evidence of good communication skills, both written and verbal, in relation to clinical and other areas of work.	E
	19. Ability to assist with departmental managerial procedures	E
	20. Ability to take a lead role in delegated tasks or projects e.g. audits	E
	21. Ability to reflect and critically appraise own and others performance	E
	22. Ability to organise and respond efficiently to highly complex information	E
	23. Ability to use computer e.g. to enter statistics, and produce reports for use by others both internal and external to the Trust, e.g. assessment reports, advice on special educational needs	E
	24. Ability to keep appropriate clinical and departmental records including statistics	E
	25. Ability to motivate and persuade others (staff and clients) using a range of communication skills (verbal, nonverbal, written)	E



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<p>Other</p>	<ol style="list-style-type: none"> 1. A willingness to participate in student training 2. Ability and willingness to work in on a number of different sites and within the community 3. Evidence of a flexible approach to work 	<p>E</p> <p>E</p> <p>E</p>
<p>Trust Behaviours</p>	<ul style="list-style-type: none"> • Be compassionate, empathetic and caring to everyone • Enable yourself and others to act with confidence and authority in order to achieve the best outcome for everyone • Work with others. Be inclusive by understanding and valuing others to achieve the best results for everyone and everything we do • Act with transparency and honesty; respect and value others to do the right thing at the right time for everyone. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p>

