

### PERSON SPECIFICATION

**Job title:** Senior Triage Worker MH Intermediate Care Team  
**Job Code:** **GHC490**  
**Band:** 6  
**Location:** Countywide locality based  
**Accountable To:** Operations Manager

QUALIFICATIONS	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
<ul style="list-style-type: none"> <li>Core Health Professional Qualification: <b>Registered Nurse Mental Health (RNMH)</b> or <b>Social Worker</b> or <b>Occupational Therapist</b></li> <li>Current professional body registration [<b>Nursing &amp; Midwifery Council (NMC)</b> or <b>Health &amp; Care Professions Council (HCPC)</b> or <b>Social Work England</b>]</li> </ul>	Essential	Application form.
<ul style="list-style-type: none"> <li>Evidence of formal post registration learning</li> <li>Registered as a Nurse Independent / Supplementary Prescriber with the NMC having undertaken the necessary training at level 3 (20 Credits)</li> <li>Formal teaching and assessing course</li> </ul>	Desirable	Application form

LENGTH AND / OR NATURE OF EXPERIENCE	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
<ul style="list-style-type: none"> <li>Demonstrable post qualification experience in mental health or related area</li> <li>Experience of working within community setting</li> <li>Extensive experience of first line assessments including the assessment of risk</li> <li>Working knowledge of recovering approach and social inclusion</li> <li>Experience of collaboration working with other agencies including the voluntary sector</li> </ul>	Essential	Application form Interview
<ul style="list-style-type: none"> <li>Experience of providing short term evidence based interventions e.g. CBT, Brief solution focussed therapy</li> </ul>	Desirable	Application Form and Interview

PROFESSIONAL / MANAGERIAL / SPECIALIST KNOWLEDGE	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
<ul style="list-style-type: none"> <li>• Demonstrated commitment to continuing professional development</li> <li>• Knowledge of appropriate legislation e.g. current Mental Health Act legislation, Child Protection legislation and other policy related to mental health</li> <li>• Extensive skills in risk assessment and management</li> <li>• Knowledge of the different approaches to mental health assessment</li> <li>• Knowledge of evidence-based interventions with service users in an all phases of mental illness</li> <li>• Ability to work on social factors affecting mental distress e.g. accommodation, substance misuse, domestic violence, welfare rights</li> <li>• Up to date clinical knowledge including risk assessment, dual diagnosis and complex health and social care needs</li> <li>• Competent in the Care Cluster approach and associated countywide risk procedures</li> <li>• Experience of supervising staff</li> </ul>	Essential	Application form Interview
<ul style="list-style-type: none"> <li>• Broad understanding of National Policy and local implementation, which impacts on the development and provision of services</li> <li>• Certificate level qualification in CBT</li> <li>• Experience of Group work</li> <li>• Knowledge of Socially disadvantaged family issues</li> <li>• Knowledge of Child care / protection issues</li> <li>• Audit / research / project development in a clinical field</li> <li>• Knowledge of Child care / protection issues</li> </ul>	Desirable	Interview Application form

PERSONAL SKILLS ABILITIES AND ATTRIBUTES	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
<ul style="list-style-type: none"> <li>• Approachable and flexible</li> <li>• Good communication skills both written and verbal</li> <li>• Be able to prioritise tasks and manage time effectively</li> <li>• Ability to work under pressure and to problem solve in complex and often chaotic situations</li> <li>• Ability to assimilate new concepts and approaches to care</li> <li>• Ability to engage positively with service users</li> <li>• Ability to work effectively as a team member</li> <li>• Able to problem solve in complex and often chaotic situations</li> </ul>	Essential	Application form Interview

<ul style="list-style-type: none"> <li>• Commitment to individual and group / team supervision</li> <li>• Ability to undertake all statutory and mandatory training including (PBM)/Breakaway (subject to Occupational Health clearance)</li> </ul>		
<ul style="list-style-type: none"> <li>• Working knowledge of Microsoft Office packages e.g. Word, Excel, PowerPoint, Publisher and Outlook</li> <li>• Report writing skills</li> </ul>	Desirable	Application form Interview

<b>OTHER REQUIREMENTS</b>	<b>ESSENTIAL OR DESIRABLE</b>	<b>METHOD OF ASSESSMENT</b>
<ul style="list-style-type: none"> <li>• The ability to travel around the locality as requested, independently and efficiently (If you have a full driving licence there may be an expectation to travel in trust cars if applicable)</li> <li>• Ability to work flexibly to cover the needs of people outside normal working hours</li> <li>• Able to attend and participate in all mandatory and statutory training events</li> </ul>	Essential	Application form Interview