

PERSON SPECIFICATION

**OUR VISION: 'TO BE THE LEADING HEALTH AND WELLBEING SERVICE IN
THE PROVISION OF MENTAL HEALTH AND COMMUNITY CARE'**

JOB TITLE: Senior Mental Health Clinician

DEPARTMENT: 24 hour Urgent Care Pathway

Criteria for Selection	Essential	Desirable	Measurement Application Form - AF Interview - IN Assessment – AS
Education/Qualifications <ul style="list-style-type: none">• Registration (Mental Health Nurse, Occupational Therapist or Social Worker)• Mentorship preparation• Evidence of continual professional development• Meet the requirements for revalidation as set out by the NMC• High standard of education• Good written and spoken English	✓	Post graduate qualification or commitment to work towards this Non-medical prescribing qualification	AF/IN/AS
Knowledge <ul style="list-style-type: none">• Proven experience of conducting and contributing to ongoing assessments• Ability to conduct risk assessments of the individual in the service user environment interventions	✓	Able to deliver from a range of possible key therapeutic interventions CBT, Psychosocial interventions, Family Interventions, DBT approaches Working knowledge of the Remedy	AF/IN/AS

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<ul style="list-style-type: none"> • Demonstrate an understanding of the recovery principles • Understanding of / and the ability to conduct assessments and review of care in line with the requirements of the mental health care clusters • Understanding and the ability to support the team to meet their key performance indicators and contractual targets • Experience in the performance management and supervision of lower banded staff • Excellent IT skills i.e. Word / Excel, PowerPoint and Outlook • Experience of using an electronic information system • Experience of and participation in audit and research • Knowledge and understanding of health legislation, principles of CPA and Care Management, Mental Capacity Act, Mental Health Act 1983 and safeguarding, the NHS Constitution, and 		<p>Clinical Information System</p> <p>Knowledge of working with external agencies involved in the care of people with mental health problems</p> <p>Knowledge of the physical health needs of service users and monitoring of same</p>	
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<p>risk assessment / management</p> <ul style="list-style-type: none"> • Knowledge of current best practice and models within nursing practice in mental health • Proven experience of medicines management in line with NMC Standards and Trust policies and procedures • Experience in providing psycho-social 			
<p>Skills/Experience</p> <ul style="list-style-type: none"> • Literate in IT/Computer Skills • Good oral communication skills based on fluency on the English language • Ability to manage and coordinate multi-disciplinary meetings i.e. referral / review / business / handover • Ability to work with Clinical Manager in the development and implementation of operational / Trust policies • Deliver training to colleagues and lower banded staff • Ability to critically analyse and review research 	✓		AF/IN/AS

<p>findings and reports</p> <ul style="list-style-type: none"> • Undertake physical health checks of services users and act on the findings appropriately • Undertake a range of clinical duties e.g. providing practical support and guidance to service users • Demonstrate an understanding of the Trust Core Values • Understand the need for compassion in working with colleagues, service users and families • Support families and carers within the boundaries of their role and NMC professional code of conduct • Capable of working under pressure and meet deadlines where required • Act as key worker to a group of service users • Take on the role of lead practitioner • Self-motivated with a desire to contribute to the ongoing service development 			
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<ul style="list-style-type: none"> Participate in service reviews and research 			
Personal Qualities <ul style="list-style-type: none"> Shares the Trust's Beliefs and models this in their attitude and behaviour: Ensures that the organisational values of open, compassionate and empowering are demonstrated by self and others every day and that any matters of concern are addressed in a timely way, either directly; or raised with the relevant Line Manager; or through the relevant processes within the Trust as appropriate. 	✓		AF/IN/AS
Additional Qualities <ul style="list-style-type: none"> Fitness Analysis as appropriate Ability to travel across sites and across Trust boundaries to attend meetings, etc. 	✓	Current driving licence	AF/IN/AS