

# PERSON SPECIFICATION

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

**JOB TITLE: Community Mental Health Practitioner**

**DEPARTMENT: Basildon Mental Health Unit, Basildon Hospital**

Criteria for Selection	Essential	Desirable	Measurement Application Form - <b>AF</b> Interview - <b>IN</b> Assessment – <b>AS</b>
<b>Education/Qualifications</b> <ul style="list-style-type: none"> <li>Professional Qualification (OT, Social Work, RMN)</li> <li>Educated to Degree Level in Health</li> <li>Evidence of personal and professional development in contemporary mental health practice</li> <li>Allied Health &amp; Mental Health Practitioner (Mental Health Act 1983)</li> </ul>	✓	Additional Professional Qualification/ Experience - Dementia related	<b>AF/IN/AS</b>
<b>Knowledge</b> <ul style="list-style-type: none"> <li>Evidence of personal development e.g. in objective setting, time management, skills etc</li> <li>Ability to plan ways of improving efficiency and cost effectiveness of clinical services</li> </ul>	✓		<b>AF/IN/AS</b>

<ul style="list-style-type: none"> <li>• Ability to coordinate work to meet agreed targets and deadlines</li>   <li>• Evidence of ability to prioritise workload and competing demands</li>   <li>• Able to take on broader responsibilities to improve own and others knowledge and skills</li>   <li>• Evidence of the knowledge and skills in the use of information technology to support care and professional development</li>   <li>• Good understanding of the Mental Capacity Act and its application in practice.</li>   <li>• Good understanding of person centred care and the Recovery Model.</li>   <li>• Good understanding of crisis resolution home treatment service provision</li>   <li>• Good understanding of positive risk taking.</li>   <li>• Good understanding of national policy and the implications for mental health e.g. crisis care</li> </ul>			
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<p>concordat, parity of esteem.</p> <ul style="list-style-type: none"> <li>• Evidence of an understanding of the principle of governance and implications for professionals practice</li> <li>• Evidence of knowledge of professional nursing standards</li> <li>• IT competency</li> <li>• Car Driver /able to travel to all required locations and achieve service activity targets.</li> </ul>			
<p><b>Skills/Experience</b></p> <ul style="list-style-type: none"> <li>• Ability to communicate effectively</li> <li>• Evidence of personal development</li> <li>• Ability to provide effective feedback to staff in a constructive manner</li> <li>• Ability to deal sensitively and decisively with conflict management</li> <li>• Ability to build relationships and negotiate satisfactory outcomes</li> <li>• Develop a positive environment which supports continuous improvement</li> </ul>	✓		<b>AF/IN/AS</b>
<p><b>Personal Qualities</b></p> <ul style="list-style-type: none"> <li>• Evidence of personal development</li> </ul>	✓		<b>AF/IN/AS</b>

<ul style="list-style-type: none"> <li>• Ability to seek ways of improving individual's performance by training, coaching and development</li> <li>• Ability to manage 'difficult' behaviour by listening, showing tolerance and remaining objective</li> <li>• Develop team spirit and inclusivity</li> <li>•</li> </ul>			
<p><b>Additional Qualities</b></p> <ul style="list-style-type: none"> <li>• Ability to use own judgement confidently and decisively</li> <li>• Ability to know when to seek the support and guidance of more senior colleagues when necessary</li> <li>• Ability to maintain high standards of work</li> <li>• Able to instil confidence in others in the quality of their own work</li> <li>• Able to champion high standards of professional practice throughout the service area</li> <li>• Evidence of user focus in the organisation, delivery and evaluation of care</li> <li>• Experience in the use of risk assessment tools</li> </ul>	✓		AF/IN/AS