PERSON SPECIFICATION

NHS

Black Country Healthcare
NHS Foundation Trust

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Band 6 EiP Practitioner – Band 6

Job Title: Band 6 EiP/ ARMS Practitioner

Band: 6

Department: Specialist Services

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	• Qualified and registered Mental Health Practitioner (RMN/ RNLD/ OT/ Social worker	E
	• Evidence of post registration relevant to Mental Health practice ⬜ Training in family work	E
		D
	• Training in psychological therapies/approaches	D
	• Post Graduate qualifications/ experience specific to Early Intervention in Psychosis	D

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Experience/ Knowledge		
	☐ Highly developed interpersonal skills with service users who have multiple and complex needs	E
	☐ IT skills	E
	☐ Highly developed written communication skills	E
	☐ Ability to work autonomously and set own priorities	E
	☐ Ability to reflect and critically appraise own performance	E
	☐ Working knowledge of confidentiality and consent	E
	☐ Knowledge of current national legislation, policies and guidelines relevant to the area	E
	☐ Knowledge of equal opportunities, equality and diversity	E
	☐ Experience of evaluating interventions in the context of evidence based practice	E
	☐ Detailed knowledge of the principles of Clinical Governance and its application	D
	☐ Experience of delivering presentations	D
	☐ Experience of working with young people with psychosis	D
	Understanding of ARMS and current guidelines	
Skills/Personal qualities		
	☐ Ability to carry a caseload of service users with complex and diverse mental health needs	E
	☐ Post qualification clinical experience relevant to EIP	E
	☐ Ability to work in a multi-disciplinary team	E
	☐ Experience of multi-agency working	E
	☐ Experience of working in a multi-cultural context	E
	☐ Experience of supervising	E
	☐ Ability to contribute to service change and development	E
	☐ Ability to write specialist reports	E
	☐ Ability to carry out clinical audit	E
	☐ Ability to implement strategies to improve service effectiveness	E
	☐ Ability to adapt own practice to service requirements	E
	☐ Ability to monitor work area and practices to maintain a healthy safe and secure environment	E
	☐ Ability to identify and assess potential risks	E
	☐ Interest in FEP and ARMS	E
	☐	

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	☐ Post registration research	D
	☐ Passionate about working with psychosis and young people who have an identified At Risk Mental State.	E E E
	☐ Ability to deal with conflict and resolve difficulties	
	☐ Commitment to client-centred, non discriminatory practice	E
	☐ Excellent communication skills	E E
	☐ Enthusiastic/motivated	
	☐ Flexible in approach and positive attitude	
	☐ Good negotiator	E
	Ability to travel to numerous community settings in a timely and effective manner – Full UK driving licence and access to a car for work.	E E
	Confident in lone working	E
Trust Behaviours	☐ 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.	

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