

## Person Specification

**Post: Access Team Practitioner - Band 6**

<b>Attribute</b>	<b>Essential</b> The qualities without which a post holder could not be appointed	<b>Desirable</b> Extra qualities which can be used to choose between candidates who meet all the essential criteria	<b>How Assessed</b> e.g. application form, interview, test, in-tray exercise etc
<b>Education / Qualifications</b>	<ul style="list-style-type: none"> <li>• RMN/RNMH/Social Worker equivalent</li> <li>• Completion of Preparation for Mentorship / Practice Teacher / Fieldwork Educator qualification or willingness to complete</li> <li>• Evidence of on-going CPD</li> </ul>	<ul style="list-style-type: none"> <li>• Degree - or working towards completion.</li> <li>• Non-medical prescribing qualification</li> <li>• Formal teaching qualification.</li> <li>• Further training in brief psychosocial interventions.</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Certificate(s)</li> <li>• Interview</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Significant post registration experience.</li> <li>• Proven experience of working with clients with complex needs.</li> <li>• Experience of working with individuals who present to mental health services in crisis and have symptoms of mental health illness</li> <li>• Experience of working in multi-disciplinary teams.</li> <li>• Experience of providing supervision to junior staff.</li> </ul>	<ul style="list-style-type: none"> <li>• Primary care mental health work experience</li> <li>• Experienced in the use of outcome measures such as CORE, PHQ9 and GAD7</li> <li>• Experience of working with a psychological model of care</li> <li>• Experience of triaging referrals.</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Understanding of current mental health legislation, Safe Guarding and Child Protection Legislation</li> <li>• Awareness of NICE Guidance in the treatment of mental health problems and knowledge of treatments and interventions appropriate for individuals with mental health needs</li> <li>• Understanding of confidentiality and data</li> </ul>		<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> </ul>

	<p>protection issues.</p> <ul style="list-style-type: none"> <li>• Knowledge of psychosocial assessment and risk assessment/management processes.</li> </ul>		
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>• Comprehensive mental health and risk assessment skills.</li> <li>• Ability to construct effective packages of care and risk management plans</li> <li>• Ability to deliver a range of evidence based interventions.</li> <li>• Excellent communication skills, both written and verbal.</li> <li>• Comprehensive I.T Skills</li> <li>• Ability to form productive working relationships with service users, carers and multi-disciplinary staff.</li> <li>• Good organisational and prioritisation skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Skills in planning, delivery and evaluation of training.</li> <li>• Skills in the area of audit or research</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> </ul>
<b>Work Related Circumstances</b>	<ul style="list-style-type: none"> <li>• Able to pass Occupational Health Screening process</li> <li>• Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs</li> <li>• Willing to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies</li> <li>• Appointments to regulated and controlled activities require an enhanced DBS disclosure.</li> </ul>		<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> </ul>

Drawn up by: Heather McClenaghan

Date: August 2018