

Job Description and Person Specification

Job Title:	Consultant Psychiatrist x 2 posts CAMHS Learning Disabilities team Both posts Full time- substantive posts (2.0 WTE)
Pay Band:	Consultant Medical & Dental
Department:	Forward Thinking Birmingham (FTB) – a Mental Health Service for children and young people aged 0-25 (The CAMHS Learning Disabilities service is for children and young people aged 0-19)
Location:	FTB Community Hub
Responsible to:	Medical Lead for Specialty
Accountable to:	Deputy Chief Medical Officer for Mental Health Services (FTB which is part of BWC)
Hours of work:	2 WTE posts- flexible working and hours would be considered.
Contract:	Consultant Medical & Dental
On-call Requirement	Yes
Disclosure Required	Enhanced
IT Systems Access Required:	Rio
Professional Registration Required:	GMC

JOB OUTLINE

Birmingham Women's and Children's Hospital NHS Foundation Trust (BWC) is seeking to recruit Two Consultant Psychiatrists who are committed to working with children and young people within our CAMHS Learning Disabilities service. These posts are to provide medical leadership within an established multidisciplinary community team and the post-holder will join the clinical management team, contributing to the development of the service.

The post holder will be expected to work closely with other members of the specialist CAMHS Learning Disabilities team. There is a well-established innovative model of delivering medical care and reviews through clinics based in relevant Special Schools. The post holder will work in accordance with the values espoused by Birmingham Women's and Children's NHS Foundation trust and Forward Thinking Birmingham.

On a day-to-day basis the Consultant Psychiatrist will be providing clinical care through the assessment and management of patients with Intellectual Disabilities and comorbid Autistic Spectrum Disorders and / or Attention Deficit Hyperactivity Disorder. They will provide important liaison with other doctors, such as Community and Secondary/Tertiary care Paediatricians, as well as Primary Care. They will supervise and manage senior nurse practitioners within the clinical team. On a more strategic level, they will relate to the leadership and management structures of FTB.

From an overall professional perspective they will support the Medical Lead and relate both to DCMO for mental Health services and to the Chief Medical Officer of Birmingham Women's and Children's Hospital NHS Foundation Trust (BWC). In turn all are ultimately responsible within the Trust to the Chief Executive Officer.

The post holder will:

- Behave consistently with the values and beliefs of the organisation and promote these on day to day

Where minds matter

basis.

- Act as a role model to colleagues, always seeking to maintain the highest standards of professionalism.
- Use their initiative and take responsibility for themselves and the quality of their work and the service they provide to patients.

GENERAL INFORMATION

Birmingham – the youngest city in Europe with almost 40 per cent of its population being under the age of 25, is a city rich in history and diversity that's looking to the future.

As a place to live and work it offers a host of things, from renowned retail centres such as Grand Central and Bull Ring, to its high number of superb museums, art galleries, theatres and music venues and a blossoming gastronomy scene that boasts five Michelin star restaurants (the only place outside of London).

If you're a sports fan there's also plenty to keep you occupied, whether it's top-level cricket at Edgbaston, football action at St Andrew's or Villa Park or world-class athletics at the Alexandra Stadium. The city is also looking forward to welcoming people from across the globe when it hosts the next Commonwealth Games in 2022.

There are a range of lifestyle options from city apartments to suburbs with excellent housing and schools. With more projects on the horizon such as HS2 further exciting regeneration plans Birmingham is fast becoming one of the most vibrant cities in the World.

ABOUT BIRMINGHAM WOMEN'S AND CHILDREN'S NHS FOUNDATION TRUST (BWC)

Birmingham Children's Hospital is a leading UK specialist paediatric centre, offering expert care to 90,000 children and young people from across the country every year. Providing the highest quality treatment and care to young patients, supporting their loved ones and advancing medical innovation has been the driving force behind the hospital since first opening its doors in 1862.

Today, the award-winning, world renowned hospital has a 3,700 strong team with a reputation for excellence in many life-changing specialist services, including the treatment of the most complex heart conditions, chronic liver and kidney disease, cancer, serious burns, epilepsy, neurology and cystic fibrosis. It is also home to Europe's largest single site paediatric intensive care unit, a 24 hour accident and emergency service, regional major trauma centre and revolutionary new mental health service for 0-25 year olds.

Our Mission

A world-leading team providing world-leading care.

Our Vision

The best place to work and be cared for, where research and innovation thrives, creating a global impact.

Our Values

Ambitious, Brave and Compassionate.

The post holder will be employed by Birmingham Women's and Children's Foundation Trust

ABOUT FORWARD THINKING BIRMINGHAM (FTB)

Established in 2016, Forward Thinking Birmingham (FTB) is a ground-breaking partnership which revolutionises mental health services for 0-25 year olds. Bringing together the expertise and commitment of Birmingham Women's and Children's NHS Foundation Trust (BWC), the Priory Group, and The Children's Society, FTB offers a wide range of mental health support options tailored to the needs of the young people, young adults and families it cares for and supports.

Through a single point of access for GPs, schools, local authorities, children, young people, young adults and families across our city, our service offers a number of things from flexible community and home-based support to in-patient and urgent care services.

In addition to general and specialist paediatricians and surgeons based at the Birmingham Women's and Children's Hospitals, Consultant Colleagues will include psychiatrists from a range of specialties such as Child & Adolescent Psychiatry, General Adult Psychiatry, Early Intervention in Psychosis, Eating Disorders, Substance Misuse, Crisis and Home Treatment team and CAMHS and adult in-patient teams.

For more information, please visit www.forwardthinkingbirmingham.org.uk.

ABOUT THE CAMHS LEARNING DISABILITY TEAM

The team is a multidisciplinary team consisting of Clinical Psychologists, LD Specialist and Community Nurses, Occupational Therapist and Support Workers. Advanced Trainees in Child & Adolescent Psychiatry often do Special Interest sessions within the team and if of the appropriate seniority.

The team assesses and manages children and young people aged 0-19 with intellectual disabilities and comorbid mental disorders. The majority of patients have a moderate-profound intellectual disability but the team will occasionally assess patients with a mild intellectual disability and added clinical complexities like complex Autism. The team has well-established links with all the Special Schools in Birmingham, as well as some specialist Autism Residential Schools just outside Birmingham. There are evidenced based care pathways in Challenging Behaviour, LD Mental Health, Autism and ADHD which have been designed using principles from the relevant NICE and other clinical guidelines.

There is an active programme of service development. An enhancement to urgent care based on an LD intensive support model has been piloted in the service as part of the national Transforming Care programme and it is expected that this will continue in some form as it has been identified as a national NHS priority. The team is also actively developing novel support for ensuring the physical health needs for the children and young people with intellectual disabilities are being met. Both these initiatives will require input from the post-holder and will enhance their work practices in turn.

Indeed in keeping with enhanced LD intensive support model we have DICE (Disability Intensive Care Enhanced) team who support families and children with LD and or Autism when in a crisis such that we continue to be able to

support children and YP in the community. Our CAMHS Crisis and HTT (home treatment team) also support clinicians in being able to support such families during crisis, both teams work closely with CAMHS LD team.

EDUCATION AT BWC

As one of the UK's leading paediatric teaching centres, we go to great lengths to identify, teach, nurture and develop skills of our present and future workforce, to enable access to training and education and to foster lifelong learning. Our aim is that all staff are appropriately equipped and qualified for the work they do and continue to learn and develop during their time with us. We continually examine our practice and look at ways to innovate and improve the service we all deliver so that our children, young people and families receive a first-class service.

RESEARCH AND DEVELOPMENT AT BWC

A Directorate of Education and a Directorate of Research have been established in order to consolidate and support education and research initiatives within the Trust. The Directorates include the Professional Development Team, Organisational development and Training, Medical Education and Research and Development. The Trust has recently become a Specialist Clinical Teaching Academy (for undergraduate medicine) for the University of Birmingham.

The Research Directorate is led by the Director for Research and Development. The Research and Development Department manages the research in the Trust and is responsible for research governance, including research ethics issues. This includes managing research finances, ensuring drug trials are carried out to international standards and coordinating laboratory involvement in research. The Department also coordinates and R&D education programme within the Trust and provides guidance for developing and registering research projects, research design, statistical advice and data analysis, including laboratory co-ordination of samples and pharmacy support for clinical trials. FTB have also developed links with local universities and the Institute for Mental Health, University of Birmingham. In particular, the Cerebra Centre at the University of Birmingham headed by Prof Chris Oliver as well as the CEDAR unit at the University of Warwick, are both focused on research in children with intellectual and developmental disabilities. The FTB CAMHS Learning Disabilities team has very close links with both these units and there are many opportunities to collaborate with developing research projects.

MANAGEMENT AND LEADERSHIP AT BWC

Clinical management in the Birmingham Women's and Children's NHS Foundation Trust is directed through four clinical groups. The Chief Executive Officer Mathew Boazman, Chief Medical Officer is Dr Fiona Reynolds and the Chief Operating Officer is Mr. Steve Cumley.

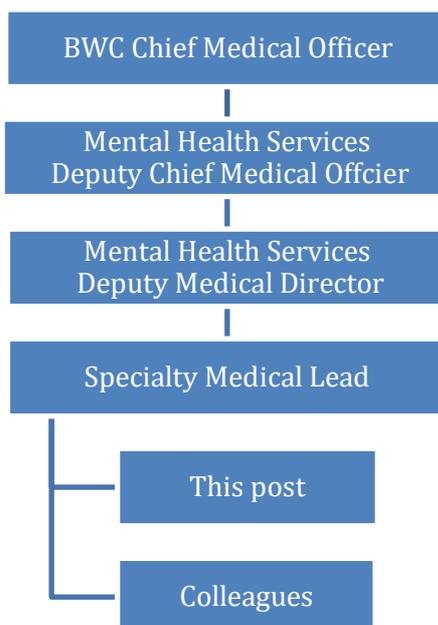
The Mental Health Service Clinical Group consists of Forward Thinking Birmingham (FTB) delivering community Mental Health services up to age 25 years [and 35 in case of EI service], FTB adult inpatient services (18-25) at Woodbourne Priory and CAMHS inpatient services at Parkview.

The FTB and Mental Health Services directorate currently have an executive lead to the BWC Trust board in the form of Mental Health Director, Steve Cumley (also COO) In addition to this, the senior leadership structure consists of Deputy Chief Medical Officer (Dr Anupam Dharma, Consultant Psychiatrist), Divisional Director for Operations [Mr Neil Barnett] and Director of Nursing for Mental Health (currently Jo Hemmings). The FTB and Mental Health directorate provide assurance to the BWC Board on the implementation of all aspects of Trust

policy, Clinical Governance and Quality Initiatives within the specialty. Each clinical group within BWC has the support of a Head of Nursing, a Finance Manager and a Workforce Development Manager/Business Partner.

The post holder will be expected to take part in the delivery and development of clinical services within the Trusts Service and Financial framework and in line with the Trust's Clinical Strategy. The post holder will also be expected to participate in the activities of appropriate Departmental, Directorate or Trust Committee's and Working Groups as required.

MEDICAL LEADERSHIP STRUCTURE CHART



KEY DUTIES AND RESULT AREAS

- To provide clinical assessments for young people whose primary diagnosis is Learning Disabilities with the possibility of a co-morbidity of other Mental health conditions including ASD or ADHD.
- To provide a clinical report following diagnosis and follow up appointment to family
- To initiate medication if appropriate for those young people diagnosed with ADHD and provide follow up.
- To liaise with external services when required
- To liaise with current Neuro- Development Pathway in FTB
- Post holder to input at a senior management level to develop strategy and pathway for Neuro Developmental disorders in the Disabilities Team.
- To provide Mental Health advice/consultation/training and support to the other professionals within the Learning Disability Team.
- Providing direct psychiatric services through the comprehensive assessment, diagnosis, care plan and treatment formulation, and guidance on evidence-based treatment and effectiveness.
- Providing psychiatric leadership to the multidisciplinary teams and clinical leadership in collaboration with the team leaders. The Consultant Psychiatrist's responsibilities include treatment planning and regular reviews through outpatient contact or a multidisciplinary care programme approach that comprehensively

address patients' bio-psychosocial needs.

- Serving as Psychiatric liaison with other agencies particularly with regard to continuity of patient care. This is particularly important in complex cases when liaison and collaborative working with other services/agencies is necessary.
- Assuring the involvement of families and carers wherever possible with the patients consent in treatment planning.
- Special emphasis on working within appropriate governance frameworks will be necessary in the area of the mental health act (including community treatment orders), mental capacity, choice and control and the safety of patients, carers, staff and the general community.
- The development of any other clinical interests could proceed on the basis of appropriate funding being available. The appointee will be expected to develop his or her clinical role within the framework of the Trust's strategy and within its financial constraints. Dedicated sessions may be available by agreement.
- To maintain professional registration with the General Medical Council, Mental Health Act Section 12 (2) approval, Approved Clinician status and abide by Professional Codes of Conduct.
- The post holder will be expected to work with local managers and professional colleagues in ensuring the efficient running of services and share with consultant colleagues in the medical contribution to management.
- To comply with the Trust's agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the Forward Thinking Birmingham senior management team in preparing plans for services.
- To work with administrative staff to record accurately and comprehensively, clinical activity and submit this promptly to the Information Department.
- To participate in service and business planning activity for the Business Unit and, as appropriate, for the whole Mental Health Service.
- To participate in annual appraisal for consultants.
- To participate annually in a job plan review which will include consultation with a relevant Manager in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation.

CONTINUING PROFESSIONAL AND PERSONAL DEVELOPMENT

All Consultants are expected to devote some time to supporting professional activities, teaching, research and personal development.

There is an expectation that the successful candidate will remain in good standing for continuing professional development (CPD) with the Royal College of Psychiatrists as part of revalidation. Consultant psychiatrists make their own local arrangements for Peer Review Group meetings in line with Royal College recommendations on

CPD and will develop a Personal Development Plan (PDP) agreed with their Peer group and Appraiser. In addition, there is currently a regional CAMHS-LD Psychiatry Peer Group that the post-holder will be encouraged to attend. The post-holder will also be encouraged to join the UK CAMHS LD Psychiatry Network.

Consultants are expected to take responsibility for their continuing medical education within statutory limits. This will include keeping up to date with trust mandatory and statutory training. The Trust supports CPD activities, including study leave arrangements and associated budget. The post holder is entitled to 30 days over a 3 year period. A robust cover system is in place and is in liaison with other FTB consultants and junior medical staff.

CLINICAL LEADERSHIP AND MEDICAL MANAGEMENT

The Trust supports the development of consultants in leadership and managerial roles; as well as integrated and collaborative working practices with a range of providers, including Paediatrics, Education and Primary Care.

The Trust's success is dependent on all Consultants playing an active role to make sure the existing areas of good employment practice are universally embedded within the organisation. Consultants as leaders and managers, will be expected to:

- Lead clinical decision making in the multidisciplinary context.
- Lead the direction of clinical management within the team taking account of the evidence base.
- Work with the senior management group to monitor service performance and contribute to service development.
- Provide effective leadership and management to staff which promotes the Trust's values and high performance standards both individually and as a team, in the achievement of the Trust's objectives and priorities.
- Understand the Trust's key priorities and those of the Department and how these translate within their area/team.
- Ensure clarity and effectiveness in developing and designing roles.
- Ensure management of staff is consistent with Trust's Values to the achievement of equality, equity and optimum performance.
- Complete annual appraisals for all staff which reflect these priorities and ensure staff have access to appropriate training and development.
- Communicate regularly through meetings with teams and individuals and provide opportunity for two-way feedback.
- Promote an effective team ethos.
- Promote equality, diversity and Human Rights in working practices by developing and maintaining positive working relationships, ensuring that colleagues are treated fairly and contributing to developing equality of opportunity and outcomes in working practices. Contribute to developing and maintaining equality of opportunity in working practices by complying with legislation and organisational policies. Advise colleagues about equality, diversity and human rights policies and procedures and ensure they are

followed.

- Ensure that colleagues are treated fairly. Behave in a non-discriminatory way and challenge the discriminatory behaviour of others. Be supportive of colleagues or service users who wish to raise issues about discriminatory practice or experience.

TEACHING AND TRAINING

The Trust has links with Birmingham University, Coventry University, Birmingham City University and Warwick University. The medical schools in Birmingham and Warwick offer the opportunity for continuing development programmes and staff have held honorary academic positions.

There are a range of links with nursing schools. Consultants can be involved in supervising nursing staff being trained as nurse prescribers and provide on-going supervision to supplementary prescribers in their team.

APPRAISAL AND JOB PLANNING

The Trust is committed to implementation of annual consultant appraisal linked with job planning and will form an important part of revalidation.

AUDIT/RESEARCH

The post holder will be expected to participate in:

- Audit meetings
- Support specific audit projects
- Implement good practice based on research evidence.
- Service related research may be possible (subject to service requirements and appropriate approval).

WORK PROGRAMME/JOB PLAN

As per Royal College of Psychiatrists guidelines and in keeping with Trust job plan guidance, post holder will be expected to provide 7.5 PAs for DCC and 2.5 PAs for SPA (out of this SPA activity, 1PA must be related to service development within the Trust). The timetable and average number of hours spent each week on NHS duties will be in accordance with the new Consultant contract.

Following appointment there will be a meeting at no later than 3 months with the Forward Thinking Birmingham, Medical Lead and or DCMO to review and revise the job plan and objectives of the post holder. The job plan will also be reviewed annually with the Medical Lead and may be modified reflecting changing needs within the service.

SECRETARIAL SUPPORT & OFFICE FACILITIES

Secretarial and administrative support will be available. An office will be available with PC, internet connection and access to Rio (electronic set of case notes). The post holder will be primarily based at one of the three community hubs though it is expected that the post holder will provide clinical services in various locations as appropriate, for example in special schools, other FTB hubs, GP surgeries, and patients' homes. The office arrangements will comply with the RCPsych guidance on office accommodation for consultants. There will be

some shared office space but also private spaces for confidential work and trainee supervision.

Hubs & Locations

Oaklands Centre Raddlebarn Road Selly Oak Birmingham B29 6JB	Finch Road Primary Care Centre Finch Road Lozells Birmingham B19 1HS
Blakesley centre 102 Blakesley Road Yardley Birmingham B25 8RN	Parkview Clinic 60 Queensbridge Road Moseley Birmingham B13 8QE
1 Printing House Street Birmingham B4 6NH	

ON CALL AND COVER ARRANGEMENTS

There will be an expectation that the Consultant will join the CAMHS on call Rota when they will supervise, CT trainees who will be on tier 1 Rota covering Parkview clinic and Specialist registrars who will be 2nd on call, covering both Inpatients and community including Place of Safety Unit.

SUPPLEMENTARY DUTIES AND RESPONSIBILITIES

HEALTH AND SAFETY

You have a legal responsibility not to endanger yourself, your fellow employees and others by your individual acts or omissions. The post holder is required to comply with the requirements of any policy or procedure issued in respect of minimising the risk of injury or disease.

CONFIDENTIALITY

Attention is drawn to the confidential nature of the information collected within the NHS. The unauthorized use or disclosure of patient or other personal information is a dismissible offence and in the case of computerised information, could result in prosecution or action for civic damage under the Data Protection Act 1998.

It is a condition of your employment that, should you come into possession of information relating to the treatment of patients or the personal details of an employee, you should regard this information as confidential and not divulge it to anyone who does not have the right to such information.

The Trust fully upholds the Caldicott Report principles and you are expected within your day to day work to respect the confidentiality of patient identifiable information.

INFECTION PREVENTION AND CONTROL

The Trust is committed to minimising any risks of healthcare associated infection to patients, visitors and staff. All employees are required to be familiar with and comply with Infection Prevention and Control policies relevant to their area of work and must attend Infection Control training commensurate to their role.

MAJOR INCIDENTS

In the event of a Major Incident or Pandemic you may be asked to carry out other duties as requested. Such requests would be in your scope of competence, reasonable and with staff side agreement. You would also be reasonably expected to participate in training for these infrequent events.

RISK MANAGEMENT

The post-holder should be aware of the process for reviewing systems and improving them, in order to increase patient safety and improve the service provided by BWC. All staff (on permanent, temporary or honorary contracts) should have an awareness of the risk management processes and an understanding of risk management as part of the Governance agenda. This includes assessing, monitoring and managing all aspects of risk, including the planning and undertaking of any remedial action.

All staff should ensure they are aware of the Trust Risk Manual. All staff must be aware of their responsibility for reporting any adverse incidents, including “near miss” events, in accordance with the Trust’s Policy and guidance from the National Patient Safety Agency (NPSA).

EQUALITY AND DIGNITY

The post holder will be expected to adhere strictly to principles of fairness and equality in carrying out the role. At all times the post holder will be required to show respect for and maintain the dignity of patients, the public and work colleagues. The Trust will not tolerate any form of bullying or harassment, violence or aggression against its employees.

SAFEGUARDING

As a Trust employee you are required to comply with all legislation and guidance relating to safeguarding children and promoting their health and welfare. If you are being investigated regarding child protection concerns, or become subject to such investigations, appropriate steps may have to be taken such as redeployment, increased supervision etc. and, depending on the outcome of the investigation, there may be implications for your continued employment. You are required to inform the Head of Child Protection Support Service if your own children are/become subject to child protection procedures. This information will be treated in a confidential manner.

COMMUNICATION (STAFF WITH SUPERVISORY/MANAGERIAL/LEADERSHIP RESPONSIBILITY)

An integral part of the role of any manager or person with leadership responsibilities is to communicate effectively with their staff and colleagues. It is an expectation of this role that resources and time will be allocated to communicate fully with staff and involve them in the decisions affecting them.

Arrangements should be made to ensure that local and Trust wide matters are communicated and discussed via appropriate means i.e., team meetings, written briefings etc.

INDUCTION

It is the responsibility of every employee to participate fully in induction.

A Trust wide induction course is held on the first and third Monday of each month and local induction will be provided within your own place of work.

APPRAISAL AND PERFORMANCE MANAGEMENT

All staff will be expected to fully participate in the Appraisal/ Performance Management process. This obligation will include the preparation for and attendance at appraisal/performance management interviews and completion

of the associated documentation.

For Consultant Medical Staff an annual appraisal and review of the Job Plan is a contractual requirement. Failure to participate in any stage of the process will render the process 'incomplete'.

WORKING TIME DIRECTIVE

The working Time Regulations 1998 require that you should not work more than an average of 48 hours each week, i.e. in a 17 week period no more than 816 hours or 1248 hours in a 26 week period. To work more you must have the authorisation of your manager and you must sign an opt-out agreement that you choose to work more.

Should you have more than one job with the Trust or have a job with another employer, then the total hours worked in all your jobs should not exceed the average of 48 hours as above. You are therefore required to inform your manager if you continue to work elsewhere and the number of hours you work, or if you take up work elsewhere during your employment with the Trust.

COMMUNICATION

An integral part of the role of any manager or person with leadership responsibilities is to communicate effectively with their staff and colleagues. It is an expectation of this role that resources and time will be allocated to communicate fully with staff and involve them in the decisions affecting them.

Arrangements should be made to ensure that local and Trust wide matters are communicated and discussed via appropriate means i.e. team meetings, written briefings etc.

TRAVEL

The post holder will be based at a designated FTB hub. Travel around the Birmingham area will be required as the Early Intervention team work citywide. Own care and business use vehicle insurance will be needed for any travelling undertaken during the working day.

This job description is not exhaustive.

CONDITIONS OF SERVICE

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- i. National Terms & Conditions of Service (Consultant England 2003) will apply.
- ii. Appointment is subject to a satisfactory pre-employment medical interview.
- iii. Appointment is subject to satisfactory Disclosure (Criminal Records Check) and satisfactory references.
- iv. The post holder will be expected to live within a reasonable travelling distance from Birmingham and have daily access to a car for work purpose and happy to travel across the City.

This job description will be subject to review and amendment according to the needs of the clinical area, changing circumstances and service development.

FURTHER ENQUIRIES

For further enquiries or informal discussion please contact:-

Dr Vadagur Premachandra
Consultant Adult Psychiatrist
Medical Lead for Core teams (0-25) North & West team and CAMHS LD service

Birmingham Women's and Children's NHS foundation Trust
Tel: 01213338085, Mobile: 07342704463

- Dr Manoj Sukumaran
Consultant Psychiatrist and Deputy Medical Director
Forward Thinking Birmingham and Tier 4 CAMHS in-patient unit
Birmingham Women's and Children's NHS Foundation Trust
Email: manoj.sukumaran2@nhs.net

- Dr Anupam Dharma, Consultant Psychiatrist and DCMO
Mental Health Services (including Forward Thinking Birmingham)
Birmingham Women's and Children's NHS Foundation Trust
Tel 0121 333 9999 (ext 6810)
Email: anupam.dharma@nhs.net

PERSON SPECIFICATION

Job Title: Consultant Psychiatrist – CAMHS Learning Disabilities

	Essential	Desirable	Evidenced by
A – Qualifications			
MBBS or equivalent primary medical qualification.	✓		A/C
CCT holder (or equivalent) or within 6 months of becoming eligible for CCT) in Child & Adolescent Psychiatry and/or Intellectual Disability Psychiatry	✓		A/C
Current full registration with the GMC (or eligible for full registration with the GMC at time of appointment).	✓		A/C
GMC Licence to practice	✓		A/C
MRCPsych (or equivalent)	✓		A/C
Approval (or eligible for approval) under Section 12(2) of the Mental Health Act.	✓		A/C
Eligible to work in the UK	✓		A/C
Higher degree or other qualification in research methodology		✓	A/C
Qualification or previous training in leadership		✓	A/C
Qualification and/or experience in providing training for doctors.		✓	A/C
B – Knowledge/Experience			
Provision of high quality mental services, as trainee or consultant.	✓		A/C/I/P
Previous experience of working in a clinical leadership role with positive relationships with team members.		✓	A/C/I/P
Knowledge about the NHS and understanding the evidence base underpinning the delivery of high quality services.	✓		A/C/I/P
Ability to manage, improve or to support the clinical operations of the service	✓		A/C/I/P
Understanding of the importance of excellent team working relationships and ability to put this into practice.	✓		A/C/I/P

Knowledge about mental health policy with ability to think strategically and manage change.	✓		A/C/I/P
Knowledge of appropriate medical, pharmacological and psychological treatments.	✓		A/C/I/P
Knowledge/experience of clinical governance	✓		A/C/I/P
Knowledge & experience of clinical audit.	✓		A/C/I/P
Previous experience of specialist mental health provision, especially CAMHS, Learning Disability or CAMHS-Learning Disability services		✓	A/C/I/P
C – Skills			
Ability to work within a collaborative multidisciplinary framework, and to share leadership responsibilities with senior colleagues of other professions.	✓		A/C/I/P
Ability to work across teams and disciplinary boundaries in a collaborative style.	✓		A/C/I/P
Excellent communication skills, diplomacy and tact. Efficiency in clinical work.	✓		A/C/I/P
Ability to keep good, legible written records.	✓		A/C/I/P
Must have good skills in communication with patients, relatives/carers, colleagues and staff of other organisations.	✓		A/C/I/P
Proficient in IT and clinical systems	✓		A/C/I/P
Ability to work independently, methodically and safely.	✓		A/C/I/P
Capacity to prioritise workload.	✓		A/C/I/P
Experience and interest in providing training and teaching for a variety of staff groups	✓		A/C/I/P
Active participation in Clinical audit	✓		A/C/I/P
Published research.		✓	A/C/I/P
An interest to participate in on-going research projects, especially putting research into practice.		✓	A/C/I/P
D – Approach/Values			
Demonstrate alignment with the values and beliefs of the Birmingham Women's & Children's Foundation Trust.	✓		A/C/I/P
Demonstrate an understanding of the practices of equality and inclusion in the delivery of this role.	✓		A/C/I/P
A collaborative multi-disciplinary working style.	✓		A/C/I/P
Flexibility to respond to change and drive forward service	✓		A/C/I/P

improvements.			
E- Other			
Able to drive or to provide own transport to meet the requirements of the post.	✓		A/ C

To be evidenced by key:	A – Application	C - Certificate	I – Interview
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Name

Post holder

Signed

Line Manager **Date**