

# PERSON SPECIFICATION

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

**JOB TITLE:** Senior Health Care professional

**DEPARTMENT:** Specialist Dementia Service

Criteria for Selection	Essential	Desirable	Measurement Application Form - <b>AF</b> Interview - <b>IN</b> Assessment – <b>AS</b>
<p><b>Education/Qualifications</b></p> <ul style="list-style-type: none"> <li>• Registration Mental Health Nurse RMN Part 3 Or Other qualified health or social care professional with experience of working with older adults with dementia and mental health needs.</li> <li>• Mentorship preparation</li> <li>• Evidence of continual professional development</li> <li>• Meet the requirements for revalidation as set out by the NMC/ professional Standards</li> <li>• High standard of education</li> <li>• Good written and spoken English</li> </ul>	✓	<p><b>Post graduate qualification or commitment to work towards this</b></p> <p><b>Non-medical prescribing qualification</b></p>	<b>AF/IN/AS</b>
<p><b>Knowledge</b></p> <ul style="list-style-type: none"> <li>□ Understanding of / and the ability</li> </ul>	✓		<b>AF/IN/AS</b>

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 risk assessment / management

<p>□ Knowledge of current best practice and models within health and social care practice in mental health</p>			
<ul style="list-style-type: none"> <li>• The ability to devise comprehensive care plans that incorporate effective, individualised and evidenced based therapy interventions</li> <li>• Understanding of the nature of mental health conditions and how they can affect people's day to day life and impact upon recovery</li> <li>• Commitment to ongoing learning through CPD for self and others within operational area</li> </ul>			

Skills/Experience			AF/IN/AS
<ul style="list-style-type: none"> <li>• Literate in IT/Computer Skills</li> <li>• Good oral communication skills based on fluency on the English language</li> <li>• Proven experience of working in a health, social care or community setting as part of a multi-disciplinary team</li> <li>• Experience of dealing with confidential and sensitive information</li> <li>• Proven experience of working with people with mental health conditions and vulnerable service users</li> <li>• Proven experience of conducting</li> </ul>	✓	<p><b>Able to deliver from a range of possible key therapeutic interventions CBT, Psychosocial interventions, Family Interventions, DBT approaches</b></p>	

<ul style="list-style-type: none"> <li>and contributing to ongoing assessments</li> <li>□ Ability to conduct risk assessments of the individual in the service user environment</li> <li>□ Proven experience of medicines management in line with NMC Standards and Trust policies and procedures</li> <li>□ Experience in providing psycho social interventions</li> <li>□ Demonstrate an understanding of the recovery principles</li> </ul>			
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<ul style="list-style-type: none"> <li>□ Ability to manage and coordinate multi-disciplinary meetings i.e. referral / review / business / handover</li> <li>□ Ability to work with Clinical Manager in the development and implementation of operational / Trust policies</li> <li>□ Deliver training to colleagues and lower banded staff</li> <li>□ Ability to critically analyse and review research findings and reports</li> <li>□ Assess and treat own caseload of service users in accordance with Trust clinical pathways</li> <li>□ Undertake physical health checks of service users and act on the findings appropriately</li> </ul>			
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<ul style="list-style-type: none"> <li>• Undertake a range of clinical duties e.g. providing practical support and guidance to service users</li> <li>• Demonstrate an understanding of the Trust Core Values Understand the need for compassion in working with colleagues, service users and families</li> </ul>			
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<p><b>Personal Qualities</b></p> <ul style="list-style-type: none"> <li>• Shares the Trust's Beliefs and models this in their attitude and behaviour:</li> <li>• Ensures that the organisational values 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.</li> </ul>	✓		AF/IN/AS
<p><b>Additional Qualities</b></p> <ul style="list-style-type: none"> <li>• Fitness Analysis as appropriate</li> <li>• Current driving licence and access to vehicle</li> <li>• Ability to travel across sites and across Trust boundaries to attend meetings, etc.</li> </ul>	✓		AF/IN/AS