

PERSON SPECIFICATION

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

JOB TITLE: Senior Mental Health Practitioner Community

Description	Essential	Desirable	Assessment
Education/ Qualifications	Registration Mental Health Nurse RMN Mentorship preparation Evidence of continual professional development Meet the requirements for revalidation as set out by the NMC High standard of education Good written and spoken English	Post graduate qualification or commitment to work towards this Non-medical prescribing qualification	AF IN
Managerial Experience	Proven experience of working in a health / social care or community setting as part of a multi-disciplinary team Experience of working with, supervising lower banded staff of various disciplines. Experience of dealing with confidential and sensitive information. Provide clinical leadership to lower banded staff in medicines management in line with NMC Standards and Trust policies and procedures. Manage and coordinate multi-disciplinary meetings i.e. referral / review / business / handover Lead / assist with the recruitment process of other clinical staff as required, supported by the Clinical Manager	Provide clinical expertise and support to the Commissioning Panels (Health & Social Care)	AF IN

WE CARE. WE LEARN. WE EMPOWER.

	<p>Deliver training to colleagues and lower banded staff</p> <p>Understand the need for compassion in working with colleagues, service users and families</p> <p>The ability to deal effectively with multiple priorities whilst working under pressure and meet deadlines as required</p> <p>Take on the role of lead practitioner</p> <p>Able to demonstrate a level of flexibility, innovation and creativity in the working environment</p> <p>Ability to motivate people</p> <p>Prioritise own work load and give support to other staff in relation to priorities when required</p> <p>The ability to practice effectively and flexibly as a senior practitioner in a multi-disciplinary team</p> <p>Provide and oversee annual appraisals, mentorship and supervision to nursing team members</p>		
Job Planning / Appraisal Skills	<p>Shares the Trust's Beliefs and models this in their attitude and behaviour:</p> <p>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.</p> <p>Adhere to NMC professional code of conduct</p> <p>Promote and demonstrate an awareness of the importance of personal, therapeutic and</p>		AF IN

WE CARE. WE LEARN. WE EMPOWER.

	professional boundaries with lower banded staff		
Service Transformation	<p>Ability to work with the Clinical Manager in the development and implementation of operational / Trust policies</p> <p>Self-motivated with a desire to contribute to the ongoing service development, service reviews and research</p>		AF IN
IT and Communication Skill	<p>Literate in IT/Computer Skills - Word/Excel, PowerPoint and Outlook</p> <p>Good oral communication skills based on fluency on the English language</p> <p>Excellent interpersonal and communication skills, both written and verbal, telephone manner including liaison with outside agencies</p>		AF IN
Clinical Skills	<p>Managing the care of service users with highly complex needs</p> <p>Act as a care coordinator in highly complex cases within last 2 years.</p> <p>Demonstrate an understanding of the recovery principles</p> <p>Conduct specialist (including risk) assessments for service</p>		AF IN

WE CARE. WE LEARN. WE EMPOWER.

	<p>users / in the service user environment</p> <p>Extensive proven experience of working with service users with mental health conditions</p> <p>Undertake physical health checks of services users and act on the findings</p> <p>Support families and carers within the boundaries of their role and NMC professional code of conduct</p> <p>Experience in risk assessment of service users</p> <p>Undertake, supervise and sign off nursing needs assessments for service users with highly complex needs</p> <p>Provide clinical expertise and support to the commissioning Panels (Health & Social Care)</p> <p>Experience of carrying out SI investigations, disciplinary and grievance procedures plus any relevant investigations</p> <p>Produce reports for managers' appeal / renewal hearings and mental health review tribunals</p>		
Conduct	Demonstrate an understanding of the Trust Core Values		AF IN

WE CARE. WE LEARN. WE EMPOWER.

WE CARE. WE LEARN. WE EMPOWER.