

Person Specification

Post: Family Safeguarding Mental Health Practitioner

Attribute	Essential The qualities without which a post holder could not be appointed.	Desirable Extra qualities which can be used to choose between candidates who meet all the essential criteria.	How Assessed e.g., application form, interview, test, in-tray exercise etc
Education/ Qualifications	Recognised core mental health professional qualification (e.g., RMN, Social Worker, OT) Short courses and/or experience to post graduate diploma level	ENB 998 or equivalent Teaching/Supervision Qualification	Certification Appraisal References
Experience	Post-qualification experience of clinical work with service users experiencing a range of mental health issues. Experience of delivering evidence-based interventions in a time limited framework. Evidence of assessment across a broad range of mental health problems. Evidence of continuing professional development. Experience of risk assessment and management. Experience of multi-agency working. Experience of working in situations of crisis and emotionally demanding environments.	Experience of audit, evaluation, and outcome measurement.	Interview Appraisal References
Knowledge	In-depth knowledge of mental health issues. In-depth knowledge of issues that impact upon people with mental health issues. Detailed knowledge of risk and the protective factors that affect people with mental health issues. Knowledge of medication prescribed	Knowledge around dual diagnosis and/or a variety of personality presentations. Structured clinical management training – for people with complex emotional relational needs.	Interview Appraisal References

	<p>for the management of mental health issues.</p> <p>In-depth knowledge of diversity and anti-discriminatory/anti-oppressive practice.</p> <p>Knowledge of current mental health legislation/policy.</p>		
Skills and Abilities	<p>Ability to assess service users' presenting problems and needs quickly and accurately under pressure.</p> <p>Ability to determine the most appropriate course of action from a range of available options.</p> <p>Ability to clearly communicate the outcomes of assessments, verbally and in writing.</p> <p>Highly developed interpersonal skills and communication skills, both oral and written.</p> <p>Time management and caseload management skills.</p> <p>An ability to work as part of a multi-disciplinary team and be able to work collaboratively with a range of agencies.</p> <p>Basic keyboard skills.</p> <p>Adhere to relevant professional code of conduct and standards appropriate to discipline.</p> <p>Ability to deal sensitively with stressful situations, including safeguarding, family breakdown, serious mental ill health, and risk of self-harm.</p> <p>A willingness to work flexibly to meet the demands of the service.</p>	<p>An ability to undertake practice-based research.</p> <p>An ability to evaluate practice and ensure findings are used to ensure service delivery.</p>	Application form Interview
Work Related Circumstances	<p>Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs</p> <p>Willing to carry out all duties and responsibilities of the post in</p>		<ul style="list-style-type: none"> • Application Form • Interview

	<p>accordance with the Trust's Equal Opportunities and Equality and Diversity policies</p> <p>Appointments to regulated and controlled activities require an enhanced DBS disclosure.</p>		
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