

PERSON SPECIFICATION

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

JOB TITLE:

DEPARTMENT:

Criteria for Selection	Essential	Desirable	Measurement Application Form - AF Interview - IN Assessment – AS
Education/Qualifications <ul style="list-style-type: none">• RMN• 2 years post registration experience in mental Health.• Additional Professional Qualification and Experience – Mental Health related• Evidence of personal and professional development in mental health practice and dementia	✓	<ul style="list-style-type: none">• Educated to Degree Level in Health	AF/IN/AS
Knowledge <ul style="list-style-type: none">• Understanding responsibilities under the Mental Health Act 1983.• Understanding responsibilities under the Care programme Approach, Mental Capacity Act,	✓	<ul style="list-style-type: none">• Evidence of the knowledge and skills in the use of information technology to support care and professional development• Ability to plan	AF/IN/AS



<p>Clinical Governance, Risk Assessment and Child Protection Legislation.</p> <ul style="list-style-type: none"> • Good understanding of person centred care. • Evidence of an understanding of the principle of governance and implications for professionals practice • Evidence of knowledge of professional nursing standards 		<p>ways of improving efficiency and cost effectiveness of clinical service</p> <ul style="list-style-type: none"> • Knowledge of community mental health services 	
<p>Skills/Experience</p> <ul style="list-style-type: none"> • Ability to communicate effectively • Experience of ensuring that the values including Care, Compassion, Competence, communication, Courage and Commitment are adhered to daily, and any matters of concern are raised with the relevant Line Manager or through the necessary processes within the Trust. • Evidence of co-ordinating care for a group of patients. 	✓	<ul style="list-style-type: none"> • Ability to seek ways of improving individual's performance by training, coaching and development • Ability to work positively in uncertain situations • Ability to identify barriers to change and developing plans to deal with them • Ability to build relationships and negotiate satisfactory 	AF/IN/AS



<ul style="list-style-type: none"> • Experience in the use of cognitive, mood and risk assessment tools • Evidence of user focus in the delivery and evaluation of care • Ability to maintain high standards of work • Ability to use own judgement confidently and decisively • Ability to coordinate work to meet agreed targets and deadlines • Evidence of ability to prioritise workload and competing demands • Ability to provide effective feedback to staff in a constructive manner • Ability to manage crisis and behaviour that challenges by listening, showing tolerance and remaining objective • Ability to know when to seek the support and guidance of more senior colleagues when necessary 		<p>outcomes</p> <ul style="list-style-type: none"> • Develop a positive environment which supports continuous improvement 	
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<ul style="list-style-type: none"> Literate in IT/Computer Skills 			
Personal Qualities <ul style="list-style-type: none"> Able to champion high standards of professional practice throughout the service area Shares the Trust's Beliefs and models this in their attitude and behaviour: Ability to flexibly and some unsocial hours required Ensures that the organisational values of open, compassionate and empowering 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. 	✓	<ul style="list-style-type: none"> Develop team spirit and inclusivity Able to instil confidence in others in the quality of their own work Able to take on broader responsibilities to improve own and others knowledge and skills Evidence of personal development e.g. in objective setting, time management, skills etc. 	AF/IN/AS
Additional Qualities <ul style="list-style-type: none"> Fitness Analysis as appropriate Current driving licence Ability to travel across sites and 	✓		AF/IN/AS



across Trust boundaries to attend meetings, etc.			
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