

EMPLOYEE SPECIFICATION FOR THE POST OF: SPECIALIST MENTAL HEALTH PRACTITIONER

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation

Attribute	Essential	Weight	Desirable	Weight	How Identified
Values	<ul style="list-style-type: none"> All colleagues are expected to demonstrate that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: Trust Honesty Respect Compassion Teamwork All colleagues are expected to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion (EDI) and how it applies to their role. The Trust's expectations are highlighted within our EDI Policy, and associated EDI and Human Rights legislation. 	10			Interview & Application
Physical Requirements	<ul style="list-style-type: none"> Ability to undertake relevant mandatory training and engage in the management of violence and aggression to breakaway level, commensurate to the role. Requirement to travel around the community to different locations. This post will require someone who can sit and concentrate on distressing clinical material for lengthy periods of time such as in individual and group sessions. 	10 10 10	<ul style="list-style-type: none"> Physical skills in line with Breakaway training 	5	OH appt Interview
Qualifications - Academic / Craft / Professional	<ul style="list-style-type: none"> Recognised qualification in one of the core mental health professions to Degree level e.g. psychiatric nursing, clinical psychology, social work and occupational therapy OR post-graduate therapy training (e.g. CBT therapy training, psychological wellbeing practitioner qualification, psychotherapy 	10	<ul style="list-style-type: none"> Post basic qualification in working with people with a Personality Disorder 	5	Application

	<p>qualification with associates HCPC, BACP or UKCP registration).</p> <ul style="list-style-type: none"> Substantial post registration experience in mental health to include; post-graduate experience in delivering psychological interventions. 	10			
Training	<ul style="list-style-type: none"> Understanding risk assessment and management Introductory level knowledge of the therapies such as Cognitive Behavioural Therapy, Cognitive Analytic Therapy, Mentalization Based Treatment / or equivalent. 	10 10	<ul style="list-style-type: none"> Post basic training in working with people with a Personality Disorder 	5	Interview & Application
Experience	<ul style="list-style-type: none"> Substantial post registration experience of working with individuals of all ages within a healthcare/social care setting. Experience of caseload management. Experience of working with people diagnosed as having a personality disorder. Experience of implementing a range of therapeutic interventions drawn from different evidence-based models Experience in maintaining effective records in line with Trust Policies and Procedures Experience in delivering clinical supervision to other mental health clinicians Experience of having responsibility for planning and delivering a range of therapeutic interventions drawn from different evidence-based models. Experience in delivering clinical supervision to other mental health clinicians. Specialist skills to facilitate small and larger group treatment programmes. Experience of using computer systems. 	10 10 10 10 10 10 10 10 10 10	<ul style="list-style-type: none"> Experience of working in caring settings/roles 	5	Interview & Application
Knowledge	<ul style="list-style-type: none"> Demonstrates an awareness of wide range of vulnerabilities inclusive of mental health/LD needs. Experience of planning and delivering a range of therapeutic interventions. 	10 10	<ul style="list-style-type: none"> Specialist skills and knowledge of assessing individuals with life-long emotional difficulties 	5	Application & Interview

	<ul style="list-style-type: none"> • Demonstrates an understanding of cultural and diversity needs of individuals. • Awareness and understanding of confidentiality and professional responsibilities. • Understanding, and experience of, the importance of maintaining boundaries in the workplace. • Introductory level knowledge of the psychotherapies such as Cognitive Analytic Therapy (CAT), Cognitive Behavioural Therapy (CBT), Mentalization Based Treatment (MBT) etc. • A sound theoretical and practical knowledge of the clinical presentation and problems experienced by patients diagnosed with personality disorder. • A sound knowledge of CPA and risk assessment / management. • A sound knowledge of safeguarding Procedures. • Sound knowledge of the Mental Health Act and be fully aware of the legal and ethical issues. 	10 10 10 10 10 10 10 10	resulting in a diagnosis of personality disorder.		
Skills	<ul style="list-style-type: none"> • Specialist skills in the planning and delivery of a range of group and individual treatment interventions for service users with complex emotional needs. • Ability to keep accurate records on computer system. • Ability to motivate others and skill in forming and maintaining positive working relationships. • Ability to communicate to a range of people on a range of matters, in a range of forms. • Ability to identify own development needs with support of others. • Ability to identify risk and to take responsibility for self and others in ensuring legislation, policies and procedures are followed in the workplace. • Ability to actively participate in development of the service. • Skills in communicating with people with a range of communication needs. 	10 10 10 10 10 10 10	<ul style="list-style-type: none"> • Evidence of decision-making skills. • Ability to manage and seek support for own wellbeing. • Ability to carry out practical tasks. • To think creatively. • Skills in using own initiative. • Autonomous working 	5 5 5 5 5	Application & Interview

	<ul style="list-style-type: none"> • Ability to work in partnership providing consultation, supervision, specialist training, education and support when required and appropriate within existing Mental Health services, statutory and non-statutory organisations. • Skills to contain and manage high levels of emotional distress and disturbance in self and others • Contribute service evaluation and development within Notts MBT Service. 	10			
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Contractual Requirements	<ul style="list-style-type: none"> • Ability to adapt to changing services and be flexible in approach. • Must be able to travel to different sites. 	10			Application & Interview

PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT