

Person Specification

Post: Team Leader

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	<p>Qualified, BABCP accredited Cognitive Behavioural Therapist</p> <p>Willingness to complete supervision course</p>	<p>Core profession (Social Care, Mental Health Nursing or Learning Disability Nursing) (or recognised degree level broad based health & social care qualification) plus further short courses and experience to post graduate diploma level</p> <p>Qualified systemic family therapist.</p> <p>Qualified Clinical Psychologist</p> <p>Supervision qualification</p>	<ul style="list-style-type: none"> • Application Form • Certificate(s) • Interview
Experience	<p>Experience of specialist mental health assessment and therapeutic interventions with children and young people with mental health problems and their families.</p> <p>Working collaboratively in a multi-disciplinary team</p> <p>Working collaboratively with other agencies in a variety of venues.</p> <p>Experience of working with a wide variety of child mental health problems, across the whole age range, reflecting all levels of</p>	<p>Experience of teaching, training and/or supervision.</p> <p>Experience of the application of specialist mental health assessment and therapeutic interventions of in different cultural contexts.</p> <p>Experience of working with children and young people in a range of clinical settings</p>	<ul style="list-style-type: none"> • Application Form • Interview

	<p>clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems and verbal and physical abuse.</p> <p>Must be experienced in providing risk assessment of self-harming behaviour.</p> <p>Must be experienced in analysing presenting problems and able to demonstrate ability to work autonomously utilising a range of therapeutic perspectives and modalities, depending on the needs of the client.</p> <p>Must be experienced in and able to demonstrate ability to provide case management supervision for lower banded CAMHS Workers, students and other service group/team professionals as required.</p> <p>Must demonstrate ability to be self-reflective and to organise own supervision appropriately. Must be able to demonstrate ability to develop and evaluate consultation and training to other professionals and to staff groups</p>	Experience of working within a multicultural framework	
Knowledge	<p>Knowledge of legislation in relation to the client group and mental health.</p> <p>Must demonstrate knowledge of the evidence base in their practice.</p> <p>Must demonstrate understanding of child development and psychosocial influences.</p> <p>Must demonstrate a working understanding of systemic,</p>	<p>Knowledge of the theory and practice of specialised therapies in specific difficult to treat groups</p> <p>High level knowledge of the theory and practice of at least two specialised therapies/intervention</p> <p>Level of knowledge of research methodology, research design and complex, data analysis as</p>	<ul style="list-style-type: none"> • Application Form • Interview

	<p>psychodynamic and cognitive theories along with recognition of when each approach is appropriate.</p> <p>Must demonstrate knowledge of audit and evaluation methodology.</p> <p>Must demonstrate knowledge of research methodology.</p> <p>Must demonstrate an understanding of current government initiatives underpinning service developments. Must demonstrate strong organisational skills.</p> <p>Must be able to demonstrate the ability to manage aspects of service development in line with government initiatives</p>	<p>practiced within the clinical fields of child and Adolescent mental health.</p>	
Skills and Abilities	<p>Skills in the use of complex methods of mental health assessment, intervention and management frequently requiring sustained and intense concentration.</p> <p>Well-developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.</p> <p>Skills in providing consultation to other professional and non-professional groups.</p> <p>Must demonstrate ability to autonomously manage own workload balance</p>		<ul style="list-style-type: none"> • Application Form • Interview

	<p>Must demonstrate utilisation of professional development planning in own career progression.</p> <p>Must show enthusiasm and appreciation for multi-disciplinary and multi-agency working.</p> <p>Must demonstrate a professional manner.</p> <p>Must demonstrate a high level of communication skills commensurate with the nature of clinical and professional contacts required of the post.</p> <p>Accountable for own professional actions</p>		
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 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>		<ul style="list-style-type: none"> • Application Form • Interview