

PERSON SPECIFICATION – BAND 7 SPECIALIST MENTAL HEALTH PRACTITIONER/SHIFT MANAGER

Crisis Team Lead

CRITERIA	ESSENTIAL Requirements necessary for safe and effective Performance in the job	Assessment Method (See Key*)	DESIRABLE Where available, elements that would contribute to improved/immediate performance in the job.	Assessment Method (See Key*)
Education and Qualifications	Current professional qualification (RMN, Mental health Nursing) Post registration training in a treatment modality to diploma/degree standard as a minimum such as CBT. Willingness to undertake further training as required.	A+ I A+I I	Management Training CPN Diploma Degree in relevant subject Training in Research	A+I A+I A+I A+I
Previous Experience	Qualified for a minimum of 5 years. Previous experience in mental health. Experience of inpatient work with adolescents or young adults. Experience of Mental Health work in the community with adults or adolescents.	A A+I	Experience of working in a multi-disciplinary team. Previous experience with urgent / crisis care Experience of research. Experience of working in a home treatment team, day hospital or outreach service. Experience of leading and managing a team.	A+I A+I A+I
Skills and Knowledge	Knowledge of relevant legislation. Advanced knowledge of treatment techniques and interventions in FTB Flexible, enthusiastic, innovative and self-confident.	I I I	Able to work with minimal supervision.	I

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	<p>Able to work as part of a team and to lead others.</p> <p>Skilled in working with other agencies including the voluntary sector.</p> <p>Knowledge of Child Protection Procedures.</p> <p>Previous experience of supervising junior staff.</p>	<p>I</p> <p>I</p> <p>I</p> <p>A +I</p>		
Other	<p>Declared medically fit by the Occupational Health department to perform the duties of the post.</p> <p>The Post Holder must have the ability to understand and implement the Equal Opportunities Policy at a level appropriate to the job.</p> <p>The Post Holder must be prepared to work flexibly- that is up to 8am - 9pm, weekends where appropriate, and when needed night cover and or provide on call cover.</p>	<p>I</p> <p>I</p> <p>I</p>		

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	Car driver with use of a vehicle and a full driving license.	I		

***Key:** Measured by **A** = Application Form; **I** = Interview; **T** = Test