

Post: Team Leader CMHT -

Hillingdon Community Mental Health Team

Criteria	Essential	Desirable
Education/ Qualifications	<p>Registered Mental Health Nurses Diploma/degree in Mental Health Nursing. Registration with NMC</p> <p>or</p> <p>OTs Diploma/degree in Occupational Therapy Registration with HCPC</p> <p>or</p> <p>Diploma/degree in Social Work Registration with Social Work England</p>	<p>Relevant post-basic training for all Disciplines.</p> <p>Mentorship qualification relevant to professions</p> <p>Practice Educator Programme.</p> <p>Management training (All).</p>

Experience	<p>Significant years post qualifying experience at Band 6 level.</p> <p>Working with people with severe and enduring mental health problems in the community.</p> <p>Assessing health and social needs and formulating care-plans to reflect those needs.</p> <p>Working in a multi-cultural environment.</p> <p>Practical experience of providing high quality care and exceeding expectations.</p> <p>Demonstrate an understanding of the Urgent Access Pathway (UAP) and threshold of Secondary Mental Health Services</p> <p>Experience of caseload management and throughput</p> <p>Sound understanding of the local care pathway and interface with other local teams</p> <p>Experience of working in a multi-disciplinary team.</p> <p>Experience of providing supervision</p>	<p>Management experience</p> <p>General life skills.</p> <p>Evidence of continuing professional development.</p> <p>Budgetary management.</p> <p>Mentoring</p>
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Skills/Abilities	<p>Ability to chair regular MDT meetings with strong leadership skills</p> <p>Highly proactive and responsive to day to day demands of working in a busy CMHT</p> <p>Able to build constructive relationships with warmth and empathy using good communication skills.</p> <p>Leadership skills (motivating, using initiative, change management).</p> <p>Experience of using a range of therapeutic skills & psychosocial interventions.</p> <p>Ability to succinctly formulate clinical intervention including signposting to other community services.</p> <p>Clear understanding & commitment to implement Equal Opportunities with care delivery & staff.</p> <p>Recognise own abilities and limitations and be willing to engage in & learn from reflective practice.</p> <p>Able to develop effective working relationships with families, carer's & other agencies.</p>	
Knowledge/Understanding	<p>Mental Health Act 1983.</p> <p>Care Act 2014</p> <p>Mental Capacity Act 2015</p> <p>Ability to embrace and manage change effectively & sensitively within the team and the wider organisation.</p> <p>Clear understanding of the Dialogue + process.</p> <p>Knowledge of new developments</p>	

	<p>in social care and allied health professions.</p> <p>Risk assessment and management.</p> <p>Current developments in mental health care.</p> <p>Maintain patient confidentiality.</p> <p>Experience of using a range of therapeutic skills & psychosocial interventions.</p> <p>Highly skilled in IT applications i.e. excel, word.</p> <p>Proficient in utilising Tableau to monitor team/individual performance</p>	
Other	<p>Sickness/attendance record that is acceptable to the Trust</p> <p>Willingness to undertake further training & professional development.</p> <p>Able to recognise signs of stress in self & others.</p>	<p>Possession of a valid driving license</p>