



Band 7 Autism Assessment Specialist

Job Title: Autism Assessment Specialist

Band: 7

Department: Child and Family Service CAMHS Neurodevelopmental Constellation

All candidates will be considered on their ability to meet the requirements of this person specification.

E = Essential criterion for the role D = Desirable criterion for the role.

Attributes/Skills	Key Requirements	Criteria (E/D)
Education/Qualifications	1. Completion of appropriate professional course	E
	2. Registration with Health Professions Council or equivalent	E
	3. Evidence of successful completion of courses relevant to area of highly specialist knowledge and skills (i.e., neurodiversity)	D
	4. ADOS Training	D



Experience	1. Experience of working with children in both group and individual settings	E
	2. Experience in training others	E
	3. Experience of supervising and managing others	E
	4. Experience of developing pathways, ideally within an NHS setting	D
	5. Experience of supervising Trainees, Assistants and other AHPs.	E
	6. Experience of MDT working	E
	7. Experience of creating groups and waiting list initiatives	E
Knowledge	1. Highly specialist knowledge of Autism Spectrum Condition, assessment process for Autism, and alternative formulations	E
	2. Evidence of a good understanding of normal child development and the implications of special needs	E
	3. Evidence of general understanding of sensory, learning and physical disabilities and how these may impact a young person and their assessment	E
	4. Knowledge of legislation affecting our work with children	E
	5. Evidence of sound knowledge of the roles of other agencies involved	E
	6. An awareness of, and sensitivity to the needs of a multicultural client group	E
	7. Knowledge of standardized assessments and their application to this client group	E
	8. Knowledge of the principles of clinical governance and its application	E



Skills/Personal qualities	1. Experience in working with children	E
	2. Ability to work and communicate and negotiate with a wide range of professionals	E



	as a member of a multidisciplinary team e.g. other health professionals, education staff, Social Services and other statutory and voluntary organisations.	
	3. Ability to establish a therapeutic relationship with children and their carers/families motivating them to participate in the assessment process	E
	4. Ability to apply highly specialist knowledge and skills in advising others on the care and treatment of children in relation to neurodiversity	E
	5. Ability to demonstrate empathy with children and their carers/family ensuring that effective communication is achieved, particularly where barriers to understanding exist	E
	6. Excellent interpersonal skills including observation, listening, empathy and negotiation skills	E
	7. Ability to impart highly complex information to clients regarding their assessment and interventions	E
	8. Ability to provide emotional support to the client and his/her parents/carers and family in stressful situations e.g. coming to terms with the impact of a new or ongoing diagnosis and it's implications for the child and family on their daily lives	E
	9. Ability and commitment to working within a non-discriminatory client centered framework	E
	10. Ability to sustain concentration and maintain a pro-active role during the assessment and treatment of children	E
	11. Ability to work with both individuals and groups in a therapeutic setting	E



	12. Ability to manage children who can exhibit behaviours that may be difficult to work with	E
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	13. Evidence of ability to clinically lead, supervise and manage junior staff and students	E
	14. Ability to prioritise own workload taking into account both clinical and non-clinical elements	E
	15. Ability to assist and educate junior staff in prioritising their work load taking into account both clinical and non-clinical elements	E
	16. Ability to train others (junior staff, students, other disciplines)	E
	17. Ability to apply highly specialist knowledge and skills in providing advice on service delivery e.g. suggestions on how service delivery can be improved.	E
	18. Evidence of good communication skills, both written and verbal, in relation to clinical and other areas of work.	E
	19. Ability to assist with departmental managerial procedures	E
	20. Ability to take a lead role in delegated tasks or projects e.g. audits	E
	21. Ability to reflect and critically appraise own and others performance	E
	22. Ability to organise and respond efficiently to highly complex information	E
	23. Ability to use computer e.g. to enter statistics, and produce reports for use by others both internal and external to the Trust, e.g. assessment reports, advice on special educational needs	E
	24. Ability to keep appropriate clinical and departmental records including statistics	
	25. Ability to motivate and persuade others (staff and clients) using a range of communication skills (verbal, nonverbal, written)	E



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Other	<ol style="list-style-type: none"> 1. A willingness to participate in student training 2. Ability and willingness to work in on a number of different sites and within the community 3. Evidence of a flexible approach to work 	E E E
Trust Behaviours	<ul style="list-style-type: none"> • Be compassionate, empathetic and caring to everyone • Enable yourself and others to act with confidence and authority in order to achieve the best outcome for everyone • Work with others. Be inclusive by understanding and valuing others to achieve the best results for everyone and everything we do • Act with transparency and honesty; respect and value others to do the right thing at the right time for everyone. 	E E E E

