BIRMINGHAM & SOLIHULL MENTAL HEALTH FOUNDATION NHS TRUST

PERSON SPECIFICATION

Location: East Midlands, Wales & West
Midlands Police Counter Terrorism Unit. There is a physical requirement to travel to provide an equitable service to other bases nationally as per service specification.

Department: Central Counter Terrorism Clinical Consultancy Service (CCS)

Clinical Consultancy Service (CCS)

Grade: Band 7

Attributes	Essential	Desirable	How Identified
Training & Qualifications	A professional qualification relevant to mental health practice: RMN/Degree/Diploma in Nursing, CQSW/Degree/Diploma in Social	Post graduate qualification in forensic mental health	Application form/ Certificates
	Work.		Assessment
	Basic keyboard skills		Application
	Delivers care and treatment based on research/evidence Subject to Police Security Clearance		Form/Interview/
			Upon successful interview, applicant will be expected to
			provide personal and financial details to West Midlands Police in order to obtain
			security clearance to work in a secure environment.

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Minimum 3 Years Band 6
Experience or Community
Experience at Band 6 due to
extensive knowledge of community
resources and ability to work
autonomously required in this post.

Knowledge of CONTEST

Significant experience and knowledge of working with people with mental health/complex needs and learning disability/difficulties.

Experience in acute adult, multidisciplinary community mental health services.

Significant experience of working within a Forensic/Criminal Justice environment.

A good understanding of recovery principles, the care programme approach (including health and social care assessments) and the role of secondary mental health services in the delivery of care.

Significant experience of assessing risk and developing risk management plans.

Significant experience of undertaking autonomous assessments

Experience of care co-ordination, including health and social care assessment, risk assessment and care planning.

Evidence of continuing professional development relevant to the clinical area.

Experience of supervising and directly managing staff.

Ability to be innovative in practice.

Good knowledge of resources and working practices across Health and Social Care, including substance misuse, learning disability, children's services and housing.

Experience of giving written and oral evidence in a court or tribunal setting.

Evidence a good understanding of clinical governance and its application in this setting.

Application Form/reference

Application form/ reference/interview

Application form/ interview

Application form/ interview

Application form/ interview

Application form/interview

Application form/ interview

Application form/ interview

Application form/ interview

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Skills/Knowl edge	Compassionate - Exceptional interpersonal skills with the ability to communicate effectively with patients, carers and relatives about	Ability to be innovative in practice.	Application form/ interview
	complex and sensitive issues remaining sensitive and empathetic.	Good knowledge of resources and working practices	Application form/ interview
	Excellent communication and interpersonal skills, including presentation of cases.	across Health and Social Care, including	
	Ability to work under pressure and on own initiative.	substance misuse, learning disability, children's services	
	Ability to treat Service Users with respect and dignity, being culturally sensitive as appropriate, and	and housing. Experience of	
	consider the needs of the whole person.	giving written and oral evidence in a court or tribunal	Application form/ interview
	Able to negotiate and form collaborative partnerships with other agencies. High standards in written	setting. Evidence a good	Analinetin form
	and verbal skills. Ability to compile and present written and oral reports.	understanding of clinical governance and	Application form/ interview
	Physical Skills Basic computer literacy and commitment to develop further.	its application in this setting.	Application form/ interview
	Physical Effort Required to use appropriate level of Personal Safety techniques to deal with challenging clients or incidents as per mandatory training		Application form/ interview
	Emotional effort Ability to manage highly pressured work load		Application form/ interview
	Ability to manage challenging emotionally demanding interactions		Application form/ interview
Personal Qualities	Compassionate - Open minded, treats colleagues, patients, carers and relatives with dignity and respect.	Self reliant and resilient able to respond positively to challenging situations	Interview
	Highly developed interpersonal skills Able to demonstrate effective communication skills.	Willing to embrace organisational change	Interview
	Ability to work autonomously	Ü	Interview/Application form

Ability to make robust, defensible decisions under pressure	Experienced and confident in positively managing risk	
Ability to motivate others to, and to embrace, change.		Interview
Highly motivated Able to manage pressure and stress.		Interview
Ability to represent the Trust within the Criminal Justice System.		Interview