

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)
Post Title: Forensic Mental Health Specialist	Grade: Band 7

Attributes	Essential	Desirable	How Identified
Training & Qualifications	<p>A professional qualification relevant to mental health practice: RMN/Degree/Diploma in Nursing, CQSW/Degree/Diploma in Social Work.</p> <p>Basic keyboard skills</p> <p>Delivers care and treatment based on research/evidence</p> <p>Subject to Police Security Clearance</p>	<p>Post graduate qualification in forensic mental health</p>	<p>Application form/ Certificates</p> <p>Assessment</p> <p>Application Form/Interview/</p> <p>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.</p>

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

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