

Person Specification

Post: SPOE Practitioner – Band 6

Attribute	Essential The qualities without which a post holder could not be appointed	Desirable Extra qualities which can be used to choose between candidates who meet all the essential criteria	How Assessed e.g. application form, interview, test, in-tray exercise etc
Education / Qualifications	<ul style="list-style-type: none"> • Good standard of general education • RMN / RNMH / Social Worker equivalent • Completion of Preparation for Mentorship / Practice Teacher / Fieldwork Educator qualification or willingness to complete • Evidence of ongoing CPD 	<ul style="list-style-type: none"> • Degree or working towards completion • Non-medical prescribing qualification • Formal teaching qualification • Further training in brief psychosocial interventions 	<ul style="list-style-type: none"> • Application Form • Certificate(s) • Interview
Experience	<ul style="list-style-type: none"> • Significant post-registration experience • Proven experience of working with clients with complex needs • Experience of working with individuals who present to mental health services in crisis and have symptoms of mental health illness • Experience of working in multidisciplinary team 	<ul style="list-style-type: none"> • Primary care mental health work experience • Experience in the use of outcome measures such as CORE, PHQ9 and GAD7 • Experience of working with a psychological model of care • Experience of triaging referrals 	<ul style="list-style-type: none"> • Application Form • Interview
Knowledge	<ul style="list-style-type: none"> • Understanding of current mental health legislation, Safe Guarding and child Protection Legislation • Awareness of NICE Guidelines in the treatment of mental health problems and knowledge of treatments and interventions appropriate for individuals with mental health needs • Understanding of confidentiality and data protection issues 		<ul style="list-style-type: none"> • Application Form • Interview

	<ul style="list-style-type: none"> • Knowledge of psychosocial assessment and risk assessment/management processes • Comprehensive understanding of deliberate self-harm and appropriate management strategies 		
Skills and Abilities	<ul style="list-style-type: none"> • Comprehensive mental health and risk assessment skills • Ability to construct effective packages of care and risk management plans • Ability to deliver a range of evidence based interventions • Excellent communication skills, both written and verbal • Comprehensive IT skills • Ability to form productive working relationships with service users, carers and multidisciplinary staff • Good organisational skills 	<ul style="list-style-type: none"> • Skills in planning, delivery and evaluation of training • Skills in the area of audit or research 	<ul style="list-style-type: none"> • Application Form • Interview
Work Related Circumstances	<ul style="list-style-type: none"> • Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs • Willing to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies • Appointments to regulated and controlled activities require an enhanced DBS disclosure. 		<ul style="list-style-type: none"> • Application Form • Interview

Drawn up by: Carol Rushton

Date: March 2019