

PERSON SPECIFICATION

**OUR VISION: 'TO BE THE LEADING HEALTH AND WELLBEING SERVICE IN
THE PROVISION OF MENTAL HEALTH AND COMMUNITY CARE'**

JOB TITLE: Senior Health Care professional

DEPARTMENT: Specialist Dementia Service

Criteria for Selection	Essential	Desirable	Measurement Application Form - AF Interview - IN Assessment – AS
Education/Qualifications <ul style="list-style-type: none">• Registration Mental Health Nurse RMN Part 3 Or Other qualified health or social care professional with experience of working with older adults with dementia and mental health needs.• Mentorship preparation• Evidence of continual professional development• Meet the requirements for revalidation as set out by the NMC/ professional Standards• High standard of education• Good written and spoken English	✓	Post graduate qualification or commitment to work towards this Non-medical prescribing qualification	AF/IN/AS
Knowledge <ul style="list-style-type: none">□ Understanding of / and the ability	✓		AF/IN/AS

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<p>to conduct assessments and review of care in line with the requirements of the mental health care clusters</p> <ul style="list-style-type: none"> □ Understanding and the ability to support the team to meet their key performance indicators and contractual targets □ Experience in the performance management and supervision of lower banded staff □ Excellent IT skills i.e. Word / Excel, PowerPoint and Outlook □ Experience of using an electronic information system □ Experience of and participation in audit and research □ Knowledge and understanding of health legislation, principles of CPA and Care Management, Mental Capacity Act, Mental Health Act 1983 and safeguarding, the NHS Constitution, and risk assessment / management 				
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<p>□ Knowledge of current best practice and models within health and social care practice in mental health</p>			
<ul style="list-style-type: none"> • The ability to devise comprehensive care plans that incorporate effective, individualised and evidenced based therapy interventions • Understanding of the nature of mental health conditions and how they can affect people's day to day life and impact upon recovery • Commitment to ongoing learning through CPD for self and others within operational area 			

Skills/Experience			AF/IN/AS
<ul style="list-style-type: none"> • Literate in IT/Computer Skills • Good oral communication skills based on fluency on the English language • Proven experience of working in a health, social care or community setting as part of a multi-disciplinary team • Experience of dealing with confidential and sensitive information • Proven experience of working with people with mental health conditions and vulnerable service users • Proven experience of conducting 	✓	Able to deliver from a range of possible key therapeutic interventions CBT, Psychosocial interventions, Family Interventions, DBT approaches	

<ul style="list-style-type: none"> and contributing to ongoing assessments □ Ability to conduct risk assessments of the individual in the service user environment □ Proven experience of medicines management in line with NMC Standards and Trust policies and procedures □ Experience in providing psycho social interventions □ Demonstrate an understanding of the recovery principles 			
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<ul style="list-style-type: none"> □ Ability to manage and coordinate multi-disciplinary meetings i.e. referral / review / business / handover □ Ability to work with Clinical Manager in the development and implementation of operational / Trust policies □ Deliver training to colleagues and lower banded staff □ Ability to critically analyse and review research findings and reports □ Assess and treat own caseload of service users in accordance with Trust clinical pathways □ Undertake physical health checks of service users and act on the findings appropriately 			
<ul style="list-style-type: none"> • Undertake a range of clinical duties e.g. providing practical support and guidance to service users • Demonstrate an understanding of the Trust Core Values Understand the need for compassion in working with colleagues, service users and families 			

Personal Qualities <ul style="list-style-type: none"> • Shares the Trust's Beliefs and models this in their attitude and behaviour: • Ensures that the organisational values are demonstrated by self and others every day and that any matters of concern are addressed in a timely way, either directly; or raised with the relevant Line Manager; or through the relevant processes within the Trust as appropriate. 	✓		AF/IN/AS
Additional Qualities <ul style="list-style-type: none"> • Fitness Analysis as appropriate • Current driving licence and access to vehicle • Ability to travel across sites and across Trust boundaries to attend meetings, etc. 	✓		AF/IN/AS

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