

Personal Specification:

A/I = Application/Interview

Qualifications (A/I)	
<p><u>Essential Requirements</u></p> <ul style="list-style-type: none"> • Recognised Professional Qualification in Social Work (DipSW/ CQSW) or Mental Health Nursing (RMN) or Psychology, Occupational Therapy or Full registration with the General Medical Council with a licence to practice or <ul style="list-style-type: none"> ▪ Live registration OR • Evidence of specialist training • Proven ability in teaching and formal training in professional/clinical supervision. • Professional management qualification or equivalent level of substantial experience/training in leading services and successfully managing or contributing to major change programmes. • Leadership training and experience of leading services and complex development programmes 	<p><u>Desirable Requirements</u></p>
Experience (A/I)	
<p><u>Essential Requirements</u></p> <ul style="list-style-type: none"> • Senior Clinical or Operational experience working in Community Forensic Services • Experience working with or coordinating support for Forensic patients in crisis. • Leading or supporting service development initiatives. 	<p><u>Desirable Requirements</u></p> <ul style="list-style-type: none"> • Service design and implementation
Knowledge / Skills (A/I)	
<p><u>Essential Requirements</u></p> <p>Knowledge</p> <ul style="list-style-type: none"> • Understanding of working with a range of stakeholders in coordinating support for forensic patients in crisis. • Understanding of clinical pathways in forensic community, particularly within South London. • Understanding of delivering clinical outcomes 	<p><u>Desirable Requirements</u></p> <p>Knowledge</p> <ul style="list-style-type: none"> • Understanding of the role of and approaches to commissioning services. • Understanding and experience of utilising service and quality improvement methodology • Understanding of multiagency working <p>Skills</p> <ul style="list-style-type: none"> • Ability to hold services to account

<ul style="list-style-type: none"> • Understanding of key performance indicators and their relationship to service delivery and quality • Understanding of the role service users and their families/carers in development and running of services. <p>Skills</p> <ul style="list-style-type: none"> • Ability to lead and deliver change programmes/service improvement • Able to use mandated and personal authority in role • Ability to facilitate and influence • Ability to maintain a focus on and drive quality improvements • Ability to facilitate constructive challenge within and across organisations 	<ul style="list-style-type: none"> • Ability to use data to maintain / improve quality including oversight of databases • Ability to work and communicate clearly and effectively with colleagues in different organizational tiers. • Leadership skills including the ability to energise, shape and direct teams. • Willingness to promote the development of services outside of your host Trust, and to support the development of roles outside your own profession • Managing tensions and conflicts
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About South London and Maudsley:

South London and Maudsley NHS Foundation Trust (SLaM) provide the widest range of NHS mental health services in the UK as well as substance misuse services for people who are addicted to drugs and alcohol. We work closely with the Institute of Psychiatry, Psychology and Neuroscience (IoPPN), King's College London and are part of King's Health Partners Academic Health Sciences Centre. There are very few organisations in the world that have such wide-ranging capabilities working with mental illness. Our scope is unique because it is built on three major foundations: care and treatment, science and research, and training.

SLaM employ around 5000 staff and serve a local population of 1.1 million people. We have more than 230 services including inpatient wards, outpatient and community services. Currently, provide inpatient care for approximately 5,300 people each year and treat more than 45,000 patients in the community in Croydon, Lambeth, Lewisham and Southwark; as well as substance misuse services for residents of Bexley, Bromley and Greenwich.

By coming to work at SLaM, you will gain experience of being part of an organisation with a rich history and international reputation in mental health care. You will have access to professional development and learning opportunities, and have the chance to work alongside people who are world leaders in their field. SLaM delivered more than 14,000 training experiences in 2014; providing an extensive range of learning opportunities for staff at all levels. In addition, our working relationship with King's Health Partners allows those working at the Trust to get involved in academic research.

Trust Policy and Procedures:

Confidentiality:

Confidentiality/data protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all Trust Information governance policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action may be taken.

Equal Opportunities:

Promote the concepts of equality of opportunity and managing diversity Trust wide.

Health and Safety:

Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.

Infection Prevention and Control:

Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with Trust policy.

Professional standards and performance review:

Maintain consistently high professional standards and act in accordance with the relevant professional code of conduct. Employees are expected to participate in the performance review process.

Service/Department standards:

Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.

Finance:

All Trust staff will comply with the financial processes and procedures.

Safeguarding Children & Vulnerable Adults:

Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004 and the trusts safe guarding vulnerable adults policy.

Code of Conduct:

The post holder is required to adhere to the standards of conduct expected of all NHS managers set out in the Code of Conduct for NHS managers.

This job description will be subject to regular review and adjustment.

SUMMARY:

This job description is an outline of the key tasks and responsibilities of the post and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the Trust and its services, as well as the personal development of the post holder.