

## Person Specification

**Post: Senior Home Treatment Team 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
<b>Education / Qualifications</b>	<ul style="list-style-type: none"> <li>• RMN / Social Worker equivalent.</li> <li>• Completion of Preparation for Mentorship / Practice Teacher / Fieldwork Educator qualification or willingness to complete</li> <li>• Short courses and experience to post graduate diploma level</li> <li>• Evidence of on-going CPD</li> </ul>	<ul style="list-style-type: none"> <li>• Non-medical prescribing qualification</li> <li>• Formal teaching qualification.</li> <li>• Further training in brief psychosocial interventions.</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Certificate(s)</li> <li>• Interview</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Post registration experience.</li> <li>• Proven experience of working with clients with complex needs.</li> <li>• Experience of working with individuals who present to mental health services in crisis and have symptoms of mental health illness</li> <li>• Experience of working in multi-disciplinary teams.</li> <li>• Experience of providing supervision to junior staff</li> </ul>	<ul style="list-style-type: none"> <li>• Adult acute mental health work experience</li> <li>• Experienced in the use of outcome measures such as CORE, PHQ9 and GAD7</li> <li>• Experience of working with a recovery model of care</li> <li>• Experience of gatekeeping</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Understanding of current mental health legislation, Safe Guarding and Child Protection Legislation</li> <li>• Awareness of NICE Guidance in the treatment of mental health problems and knowledge of treatments and interventions appropriate for individuals with mental health needs</li> <li>• Understanding of confidentiality and data</li> </ul>		<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> </ul>

	<p>protection issues.</p> <ul style="list-style-type: none"> <li>• Knowledge of psychosocial assessment and risk assessment / management processes</li> </ul>		
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>• Comprehensive mental health and risk assessment skills.</li> <li>• Ability to construct effective packages of care and risk management plans</li> <li>• Ability to deliver a range of evidence based interventions.</li> <li>• Excellent communication skills, both written and verbal.</li> <li>• Comprehensive I.T Skills</li> <li>• Ability to form productive working relationships with service users, carers and multi-disciplinary staff.</li> <li>• Good organisational and prioritisation skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Skills in planning, delivery and evaluation of training.</li> <li>• Skills in the area of audit or research</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> </ul>
<b>Work Related Circumstances</b>	<ul style="list-style-type: none"> <li>• Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs</li> <li>• Willing to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies</li> <li>• Appointments to regulated and controlled activities require an enhanced DBS disclosure.</li> </ul>		<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> </ul>

Created By: Louise Woodruff

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