

**PERSON SPECIFICATION**

<b>Job Title:</b>	<b>Specialist Health Visitor in Perinatal and Infant Mental Health</b>	<b>AFC No. N0998</b>
<b>Band:</b>	<b>7</b>	
<b>Department:</b>	<b>Health Visiting</b>	
<b>Group:</b>	<b>Acute &amp; Community Paediatrics</b>	

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Significant years experience of working within the community as a Health Visitor</li> <li>• Experience of integrated/joint working to deliver the Healthy Child programme</li> <li>• Demonstrate understanding of risks associated with working with complex families, and multi-agency partners to implement Early Help and Safeguarding plans</li> <li>• Evidence of managing a complex caseload providing high quality evidenced based care where there are concerns about Perinatal and infant mental health. and recording outcomes in partnership with families</li> <li>• Leadership skill with the ability to work autonomously and part of a team.</li> <li>• Keyboard/IT/skills to update electronic records, communicate internally and with external partners and produce reports for court/conferences &amp; training</li> <li>• Experience of providing training and specialist advice &amp; supervision</li> <li>• Excellent communication and interpersonal skills.</li> <li>• Experience of training pre and post registration students</li> </ul>	<p>AF, I</p>	<ul style="list-style-type: none"> <li>•</li> </ul>	
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Specialist Community Public Health Nurse (Health Visitor)</li> </ul>	AF, I	Educated to Masters Level equivalent	AF

	<ul style="list-style-type: none"> <li>• Educated to Degree Level or equivalent</li> <li>• Up to date safeguarding training</li> <li>• Additional Perinatal Mental Health Training</li> <li>• Training in practice supervisor/assessor role</li> </ul>	<p>AF, I AF, I AF, I AF, I</p>	<p>Leadership qualification or L7 modules</p> <p>Registered Mental Health Nurse Parenting programme facilitator course</p> <p>Experience of using Triple P Baby Experience of using Video Interactive Guidance</p> <p>Practice Assessor/Practice supervisor</p>	<p>AF</p> <p>AF</p> <p>AF</p> <p>AF</p>
<b>KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>• Knowledge of current legislation and national guidance relating to perinatal and infant mental health.</li> <li>• In depth knowledge and understanding of adverse childhood experiences how these may impact on the outcomes for children</li> <li>• Knowledge of local and national policies, legislation and local processes that contribute to safeguarding children and adults</li> <li>• Understanding of the Healthy Child programme and decisions making processes for children receiving services at differing thresholds.</li> <li>• Evidence of continuous professional development</li> <li>• Experience of multi-professional working including lead professional role</li> <li>• Understanding of Trauma informed approaches</li> </ul>	<p>AF, I  AF, I  AF, I  AF, I AF, I AF, I  AF, I</p>	<p>Has worked as a lead professional using EHA</p>	<p>AF</p>
<b>PERSONAL QUALITIES</b>	<ul style="list-style-type: none"> <li>• Enthusiasm and motivation to deliver high quality care</li> <li>• Excellent communication and motivational skills</li> <li>• Strong leadership qualities</li> <li>• Ability to work under pressure</li> <li>• Excellent communication and motivational skills</li> <li>• Enthusiasm and resilience</li> </ul>	<p>AF, I AF, I AF, I AF, I AF, I AF, I</p>		

<b>MANAGEMENT / SUPERVISION / COORDINATION SKILLS</b>	<ul style="list-style-type: none"> <li>• Ability to compile audits and analyse data to improve service provision</li> <li>• Be able to manage all aspects of work including: identifying own training needs, , training needs of others and carrying out appraisal</li> <li>• Provide supervision advice and guidance to colleagues and staff across the Health Visiting service.</li> <li>• Undertake the practice supervisor/assessor role for students assigned to the workforce</li> <li>• Provide mentorship for newly recruited staff</li> </ul>	<p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p>	<ul style="list-style-type: none"> <li>• Evidence of co-production with service users</li> </ul>	<b>AF</b>
<b>WRITTEN SKILLS</b>	<ul style="list-style-type: none"> <li>• Proficient in reading and writing in the English Language</li> <li>• Ability to comment on various documents such as policies, reports.</li> <li>• Develop comprehensive care pathways for women and families affected by mild, moderate and sever mental health problems in collaboration with the multi-agency partners</li> <li>• Ability to update process instructions.</li> <li>• Ability to follow complex written instructions.</li> <li>• Be able to write complex reports and formulate plans of care.</li> <li>• Able to produce complex documents such as policies/reports</li> </ul>	<p>AF, I</p>		

<p><b>COMMUNICATION / VERBAL SKILLS</b></p>	<p>Ability to use negotiation skills. Able to communicate face to face, by telephone and e-mail in a concise and informative manner, High level of written/verbal communication skills with the ability to demonstrate fluency, clarity and effectiveness Ability to deal with highly confidential client/ staff information Ability to communicate with all members of the disciplinary team on a regular basis Ability to communicate concerns in a timely manner Able to deal with telephone enquiries, respond sensitively and timely Access safeguarding and clinical supervision</p>	<p>AF, I AF, I  AF, I  AF, I AF, I AF, I  AF, I</p>		
<p><b>RESPONSIBILITY FOR FINANCIAL AND PHYSICAL RESOURCES</b></p>	<ul style="list-style-type: none"> <li>To be aware of budgetary constraints and how to utilise resources effectively.</li> <li>To ensure appropriate use and storage of all trust equipment</li> </ul>	<p>AF, I  AF, I</p>		
<p><b>PHYSICAL SKILLS</b></p>	<ul style="list-style-type: none"> <li>Keyboard skills</li> <li>Able to safely carry out manual handling</li> <li>Ability to travel across Sandwell Borough to deliver episodes of care</li> </ul>	<p>AF, I AF, I AF, I</p>		
<p><b>MENTAL EFFORT</b></p>	<ul style="list-style-type: none"> <li>Effectively manage the emotional intensity of the therapeutic relationship between the practitioner and client.</li> <li>Work within complex family circumstances, including situations to safeguard children.</li> <li>Be able to learn and assimilate a large volume of</li> </ul>	<p>AF, I  AF, I AF, I</p>		

	<p>highly complex new information in a very short space of time and have the necessary skills to quickly apply new knowledge and skills to the practical work environment.</p> <ul style="list-style-type: none"> <li>• Ability to maintain concentration under stressful situations</li> <li>• Able to recognise, report and diffuse conflict situations.</li> <li>• Ability to adapt to differing client groups and communities</li> <li>• Confidence to professionally challenge decision making of partner agencies for improved outcomes of children and families</li> </ul>	<p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p>		
<b>WORKING CONDITIONS</b>	<ul style="list-style-type: none"> <li>• Extensive VDU use</li> <li>• Willing to travel to offsite meetings</li> <li>• Ability to work within an unpredictable environment on a daily basis</li> <li>• Ability to work in a team environment</li> <li>• Ability to liaise with multi- disciplinary team</li> </ul>	<p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p>		
<b>EMOTIONAL EFFORT</b>	<ul style="list-style-type: none"> <li>• Ability to manage potentially upsetting/distressing information or people in distress.</li> <li>• Ability to offer peer support</li> <li>• Demonstrate emotional intelligence when responding to the needs of others</li> </ul>	<p>AF, I</p> <p>AF, I</p> <p>AF, I</p>		
<b>Other</b>				

### Notes on completion

- Please complete only the criteria that are relevant to the post otherwise leave blank.
- Essential criteria are those attributes required of the post holder without which an appointment cannot be made.
- Desirable criteria are those attributes of the post holder, which would be useful, but not essential for the post holder to perform the role.
- How tested: AF - Application Form  
I - Interview  
P - Presentation  
T - Test
- If you have any queries please contact your Group/Directorate Human Resources Manager