

PERSON SPECIFICATION

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

JOB TITLE: Perinatal Mental Health Practitioner

DEPARTMENT: Perinatal Mental Health Service

Criteria for Selection	Essential	Desirable	Measurement Application Form - AF Interview - IN Assessment – AS
Education/Qualifications	RMN qualification and evidence of current registration on Part 3 of NMC register OR Certificate of qualification in Social Work/ Diploma or Degree in Social Work. E.g. DipSW , Ba Social work OR Diploma or BSC(Hons) In Occupational Therapy Minimum requirement of two years post basic training.		AF/IN/AS
Education/Qualifications/ Knowledge	Minimum requirement of two years post basic training. Evidence of continuing professional and personal development. Knowledge of Safeguarding issues and child protection requirements/legislation and how these apply to the role In-depth knowledge of Community Mental	Experience in perinatal mental health	AF/IN/AS

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	<p>Health Services and national policy context</p> <p>Knowledge of wider policy and service issues relating to perinatal mental health</p>		
Skills/Experience	<p>Literate in IT/Computer Skills</p> <p>Good oral communication skills based on fluency on the English language</p> <p>Experience of working within community mental health setting</p> <p>Working within a multidisciplinary team</p> <p>Experience of providing professional support/supervision and motivation of staff</p> <p>Ability to assess clinical situation quickly and use initiative</p> <p>Experience in of working closely and developing relationships with senior medical nursing social and clinical staff</p> <p>Ability to produce clear, coherent and accurate clinical reports including ability to complete required electronic data systems</p> <p>Negotiation skills in the management of conflict across a range of situations, including the resolution of complaints which may involve diffusion of hostility and aggression</p> <p>Skills in motivating staff</p> <p>Ability to hold professionals and peers to account Ability</p>	<p>Experience of providing professional support/supervision and motivation of staff</p> <p>Facilitation skills</p> <p>Advanced keyboard skills</p>	AF/IN/AS

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	<p>to empathise with clients, carers and families and colleagues, ensuring that effective communication is achieved.</p> <p>Knowledge of relevant legislation</p>		
Personal Qualities	<p>Shares the Trust's Beliefs and models this in their attitude and behaviour:</p> <p>Ability to work under pressure and ability to contain and manage the stress of others and oneself</p> <p>Ability to frequently sustain periods of prolonged concentration for data analysis, report writing etc.</p> <p>Ability to balance competing priorities.</p> <p>Ability to manage unpredictable work patterns and changing deadlines.</p> <p>Ability to deal with exposure to highly distressing situations</p> <p>Ability to contain the emotional impact of working with people with mental health problems</p> <p>Evidence of user focus in the development, organisation, delivery and evaluation of care</p> <p>Excellent communication skill with ability to write high level reports to a variety of audiences</p> <p>Ability to ensure that teams or colleagues</p>		AF/IN/AS

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	<p>are supported to achieve targets</p> <p>Able to maintain a 'can do' attitude</p> <p>An understanding and positive regard for the needs and rights of people with mental health problems and their carers</p>		
Additional Qualities	<p>Fitness Analysis as appropriate</p> <p>Current driving licence</p> <p>Ability to travel across localities in Essex for clinical contact across Trust boundaries to attend meetings as required</p>		AF/IN/AS