

Person Specification

Post: Mental Health Practitioner CAMHS – Band 5

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
Education / Qualifications	<ul style="list-style-type: none"> • RMN/Social Worker/or equivalent health and social care qualification • Evidence of professional registration • Evidence of CPD 		<ul style="list-style-type: none"> • Application Form • Certificate(s) • Interview
Experience	<ul style="list-style-type: none"> • Experience of working within mental health service. • Experience of working with young people. 	<ul style="list-style-type: none"> • Experience of working within CAMHS • Experience of working within CAMHS or Adult in patient services. 	<ul style="list-style-type: none"> • Application Form • Interview
Knowledge	<ul style="list-style-type: none"> • Knowledge of mental health issues in young people. • Knowledge of legislation and National policies in relation to mental health issues in young people. • Child protection knowledge and implemented in practice. • Knowledge of CPA processes. 	<ul style="list-style-type: none"> • Good working Knowledge of Mental Health Act. 	<ul style="list-style-type: none"> • Application Form • Interview
Skills and Abilities	<ul style="list-style-type: none"> • Ability to assess, plan and implement care programmes for young people with complex emotional and/or behavioural difficulties. • Ability to observe, listen and communicate effectively, verbally and non-verbally with young people and their families. • Insight into clients' perceptions and ability to 	<ul style="list-style-type: none"> • Possess basic IT skills 	<ul style="list-style-type: none"> • Application Form • Interview

	<p>empathise.</p> <ul style="list-style-type: none"> • Ability to use humour constructively. • Ability to empower others • Effective communication skills. • Ability to plan work of self and others. • Ability to recognise own limits and seek appropriate support. • Ability to recognise own attitudes towards offending / challenging behaviours. • Ability to recognise challenges of working within an inpatient environment. • Flexible and innovative 		
Work Related Circumstances	<ul style="list-style-type: none"> • Ability to work flexible shift pattern over 7 days, including rotation to night duty. • Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs • Willing to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies • Appointments to regulated and controlled activities require an enhanced DBS disclosure. 		<ul style="list-style-type: none"> • Application Form • Interview

Drawn up by: John Birch

Date: May 2019