



## **PERSON SPECIFICATION**

Job title: Operational Lead (CAMHS)

Job code: GHC251

Band: 8a

**Location:** Countywide

Accountable to: Deputy Service Director, CYPS Directorate

QUALIFICATIONS	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
<ul> <li>Professional Health or Social Care qualification: Clinical Psychology, Child and Adolescent Psychotherapist, Registered Nurse, RNLD, RMHN, Allied Health Professionals, MHSW</li> <li>Demonstrate current registration with a regulated professional body/ organisation: NMC, HCPC, BPS, ACP</li> </ul>	Essential  Essential	Application Form Interview
<ul> <li>Educated to masters level or equivalent level of experience of working at a senior level within a education/heath/social care setting.</li> <li>Formal management/leadership qualification or equivalent</li> </ul>	Desirable	

LENGTH AND / OR NATURE OF EXPERIENCE	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Significant management experience within an education, health or social care organisation	Essential	Application Form Interview
Proven track record of working effectively within children focussed services	Essential	
Experience of working clinically in a children or young peoples focussed mental health or emotional wellbeing setting	Essential	
Be able to demonstrate required skill set and knowledge base around children's mental health and emotional wellbeing needs and how services can work in partnership to best meet these needs	Essential	
<ul> <li>Experience of planning and interpreting a range of policy development, including a robust understanding of strategic, business planning and project management processes</li> </ul>	Essential	
Experience of maintaining effective working relationships and of clearly communicating service related information to senior managers and key stakeholders	Essential	
Must have an understanding of the context, themes and aims of current children and young peoples mental health, education and social care policy and appreciate the current and future implications regarding service transformational initiatives and coproduction with children and young people	Essential	

•	Significant experience and appropriate skill set to	Essential	
	of lead and implement change leadership		
	initiatives		
•	Significant experience of leading teams/groups	Essential	
	through complex change		
•	Proven track record of successful project	Essential	
	management in multi agency settings		

PROFESSIONAL / MANAGERIAL /	ESSENTIAL	METHOD OF
SPECIALIST KNOWLEDGE	OR	ASSESSMENT
	DESIRABLE	
<ul> <li>Substantial knowledge of specialist mental health services and/or children's services, especially the roles and functions within multi-agency working</li> <li>Experience of leading service initiatives that demonstrates the critical value that co-production</li> </ul>	Essential  Essential	
<ul> <li>with children and young people plays regarding effectiveness and high-quality service delivery</li> <li>Knowledge and/or experience of financial governance issues, including acting as a budget</li> </ul>		
<ul> <li>holder and procurement of capital equipment</li> <li>Knowledge of Trust Values, Objectives, Service Plan and other statutory requirements for providing statutory services to children, young</li> </ul>	Essential Essential	
<ul> <li>providing statutory services to children, young people and their families</li> <li>Experience of completing complex audit work as well as experience involving research skills</li> </ul>		
Ability to lead Health & Safety and complex risk management issues within the service	Essential	
<ul><li>Safeguarding children knowledge and training</li><li>Demonstrable understanding of national</li></ul>	Essential	
children's mental health and the wider children's services agenda, policies and directives	Essential	
A robust understanding of general management concepts and practice	Essentia	
An understanding of the role of Staff Side representatives, non-executive Board members	Essential	
<ul> <li>and wider partner agencies</li> <li>Sufficient IT skills to comply with Trust policies and procedures for information management</li> </ul>	Essential	
Evidence of ability to organise own working day and diary	Essential	
Knowledge of child and young people's mental health and emotional wellbeing needs	Essential	
Knowledge of relevant theories, evidence-based practice and research in the field of children's	Essential	
<ul><li>services</li><li>Robust knowledge of statutory legislation relevant to CAMHS</li></ul>	Essential	
Knowledge of Trust policies, procedures and own professional standards	Essential	

PERSONAL SKILLS ABILITIES AND	ESSENTIAL	METHOD OF
ATTRIBUTES	OR DESIRABLE	ASSESSMENT
Ability to analyse current issues and produce creative/innovative solutions	Essential	Application Form Interview
Ability to work as a core member in a commissioner/provider team	Essential	
Use of personal initiative, independent judgement, negotiation, decision making and implementation skills on a daily basis	Essential	
<ul> <li>Conflict resolution skills</li> <li>Demonstrate an inclusive yet assertive approach to decision making, including partnership working with other agencies and services within children's services across the wider system</li> </ul>	Essential Essential	
Ability to communicate often complicated concepts effectively, adapting the presentation style to meet the needs of a wide ranging	Essential	
audience	Essential	
<ul> <li>Ability to communicate/make presentations via various mediums (verbal, written, digital platforms)</li> </ul>	Essential	
Demonstrate high level of awareness of the needs of service users/parents/carers as well as race equality issues	Essential	
Demonstrate flexibility within own working practice alongside highly specialised time management skills	Essential	
<ul> <li>Ability to adjust work schedules within an unpredictable working environment</li> <li>Personal aptitude and ability to work within a highly pressurised and highly emotionally charged</li> </ul>	Essential	
working environment, organising complex information and prioritising work demands and expectations as necessary	Essential	
Effective skill set to be able to communicate and interact with children, young people, families and staff members, especially in situation involving acute distress, conflict or trauma related		
responses	Essential	
<ul> <li>Ability to use informed persuasion to influence others and negotiate with stakeholders on difficult and controversial issues.</li> </ul>	Essential	
Working knowledge of Microsoft Office, excel and other relevant software.	Essential	
Ability to move between the bigger picture and the detail.	Essential	
<ul> <li>Embraces change, viewing it as an opportunity to learn and develop.</li> </ul>	Essential	
Ability to undertake all Trust based statutory and mandatory training including Positive Behavioural Management Positive Behaviour Management		

(PBM)/Breakaway (subject to Occupational Health clearance)	

OTHER REQUIREMENTS	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
This is a community-based post and therefore a valid UK driving licence plus the use of own transport for business purposes is essential.	Essential	Interview Assessment
<ul> <li>Ability to keep up to date with the Trust's policies and procedures</li> </ul>	Essential	