

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 style="list-style-type: none"> Professional Health or Social Care qualification: Clinical Psychology, Child and Adolescent Psychotherapist, Registered Nurse, RNLD, RMHN, Allied Health Professionals, MHSW Demonstrate current registration with a regulated professional body/ organisation: NMC, HCPC, BPS, ACP 	Essential	Application Form Interview
	Essential	
<ul style="list-style-type: none"> Educated to masters level or equivalent level of experience of working at a senior level within a education/health/social care setting. Formal management/leadership qualification or equivalent 	Desirable	

LENGTH AND / OR NATURE OF EXPERIENCE	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
<ul style="list-style-type: none"> Significant management experience within an education, health or social care organisation Proven track record of working effectively within children focussed services Experience of working clinically in a children or young peoples focussed mental health or emotional wellbeing setting 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 Experience of planning and interpreting a range of policy development, including a robust understanding of strategic, business planning and project management processes Experience of maintaining effective working relationships and of clearly communicating service related information to senior managers and key stakeholders 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 Essential Essential Essential Essential Essential Essential	Application Form Interview

<ul style="list-style-type: none"> • Significant experience and appropriate skill set to of lead and implement change leadership initiatives 	Essential	
<ul style="list-style-type: none"> • Significant experience of leading teams/groups through complex change 	Essential	
<ul style="list-style-type: none"> • Proven track record of successful project management in multi agency settings 	Essential	

PROFESSIONAL / MANAGERIAL / SPECIALIST KNOWLEDGE	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
<ul style="list-style-type: none"> • Substantial knowledge of specialist mental health services and/or children's services, especially the roles and functions within multi-agency working • Experience of leading service initiatives that demonstrates the critical value that co-production with children and young people plays regarding effectiveness and high-quality service delivery • Knowledge and/or experience of financial governance issues, including acting as a budget holder and procurement of capital equipment • Knowledge of Trust Values, Objectives, Service Plan and other statutory requirements for providing statutory services to children, young people and their families • Experience of completing complex audit work as well as experience involving research skills • Ability to lead Health & Safety and complex risk management issues within the service • Safeguarding children knowledge and training • Demonstrable understanding of national children's mental health and the wider children's services agenda, policies and directives • A robust understanding of general management concepts and practice • An understanding of the role of Staff Side representatives, non-executive Board members and wider partner agencies • Sufficient IT skills to comply with Trust policies and procedures for information management • Evidence of ability to organise own working day and diary • Knowledge of child and young people's mental health and emotional wellbeing needs • Knowledge of relevant theories, evidence-based practice and research in the field of children's services • Robust knowledge of statutory legislation relevant to CAMHS • Knowledge of Trust policies, procedures and own professional standards 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	

(PBM)/Breakaway (subject to Occupational Health clearance)		
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OTHER REQUIREMENTS	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
<ul style="list-style-type: none"> This is a community-based post and therefore a valid UK driving licence plus the use of own transport for business purposes is essential. Ability to keep up to date with the Trust's policies and procedures 	<p>Essential</p> <p>Essential</p>	<p>Interview Assessment</p>