

## PERSON SPECIFICATION

**Job title:** Senior Mental Health Practitioner  
**Job code:**  
**Band:** 6  
**Location:** First Point of Contact Centre (FPCC) Tri-Service Centre, Waterwells Quedgeley.  
**Accountable to:** Operational Manager, FPCC

QUALIFICATIONS	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
<ul style="list-style-type: none"> <li>Registered Mental Health Practitioner status or Registered Practitioner with significant mental health experience (nursing, allied health, psychological and social care professionals) registered with a governing body for example the NMC.</li> </ul>	Essential	Application form
<ul style="list-style-type: none"> <li>Good literacy and numeracy skills</li> </ul>	Essential	Application form/interview
<ul style="list-style-type: none"> <li>European Computer Driving Licence (ECDL) or equivalent</li> </ul>	Desirable	Application form/interview

LENGTH AND / OR NATURE OF EXPERIENCE	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
<ul style="list-style-type: none"> <li>Demonstrable post qualification experience in Mental Health or related areas.</li> <li>Sound Experience of first line assessments including the assessment of risk</li> <li>Sound Experience of clinical supervision/supervisor</li> <li>Sound Experience of managing own caseload and time</li> <li>Demonstrates high standards in written communication and has the ability to communicate clearly in difficult and complex situations</li> <li>Proven skills in multi-disciplinary working, with experience of communicating across teams, stat and non-stat agencies and GP's.</li> </ul>	Essential	Application form/interview
<ul style="list-style-type: none"> <li>Experience of communicating with stakeholders.</li> <li>Sound Experience of conducting appraisals and monitoring performance of staff</li> <li>Experience of developing and implementing service policies, procedures</li> </ul>	Desirable	Application form/interview

<ul style="list-style-type: none"> <li>Working knowledge of Microsoft Office packages, e.g. Word, Excel, PowerPoint, Publisher and Outlook</li> </ul>	Essential	Application form/interview
<ul style="list-style-type: none"> <li>Experience of collaborative working with other agencies including the voluntary sector</li> </ul>	Desirable	Application form/interview

<b>PROFESSIONAL / MANAGERIAL / SPECIALIST KNOWLEDGE</b>	<b>ESSENTIAL OR DESIRABLE</b>	<b>METHOD OF ASSESSMENT</b>
<ul style="list-style-type: none"> <li>Good understanding of national policy and its implementation locally</li> <li>Received up to date training (either formal or through experience) and carried out risk assessments within scope of practice</li> <li>Excellent understanding of issues surrounding clinical risk</li> <li>Sound understanding of the requirements of primary care and secondary care</li> <li>Sound understanding of NICE guidelines relating to the treatment of a range of mental health conditions</li> <li>A sound understanding of the Mental Health Act and other associated legislation</li> <li>Sound experience of providing support to junior colleagues and students.</li> <li>Able to work within a team philosophy in keeping with Service principles.</li> <li>Sound clinical ability to engage service users and carers.</li> <li>Excellent written and communication skills, and able to communicate effectively with a wide range of agencies.</li> <li>Able to present and share information succinctly to colleagues and other professionals.</li> <li>An excellent understanding of the range of Services offered within Gloucestershire Health and Care NHS Foundation Trust.</li> <li>Computer literate, able to use word and spreadsheets</li> <li></li> </ul>	Essential	Application form/interview
<ul style="list-style-type: none"> <li>Experience of using psychological treatments e.g. CBT/Anxiety management ...</li> <li>A good understanding of other community/voluntary facilities that may be of help to people with a mental health problem.</li> </ul>	Desirable	Application form/interview

PERSONAL SKILLS ABILITIES AND ATTRIBUTES	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
<ul style="list-style-type: none"> <li>• High level of enthusiasm and motivation</li> <li>• Excellent communication skills</li> <li>• Excellent time management, able to manage and plan own workload, including other duties, CPD, and acting up in the absence of the team manager.</li> <li>• Proven record of Continuing Professional Development</li> <li>• A keen willingness to engage in CPD and other learning that may be of benefit to the team, and to motivate others to participate in CPD.</li> <li>• Ability to work effectively under pressure, manage stress and intense distress of others</li> <li>• Ability to work within a team and foster good working relationships</li> <li>• Ability to problem solve in complex and often chaotic situations.</li> <li>• Able to work methodically, as a team and under own direction.</li> <li>• Able to manage challenging/ confrontational situations.</li> <li>• Able to use initiative when decision making</li> <li>• Able to recognise and proactively manage own stress levels.</li> <li>• A sound understanding of, and commitment to, individual and group/team supervision, and to provide supervision for colleagues including junior staff.</li> <li>• To use supervision and personal development positively and effectively</li> <li>• Able to work flexibly, as required by the trust, to provide a high quality innovative and developing service, which will include shift working as the service develops.</li> </ul>	Essential	Application form/interview

OTHER REQUIREMENTS	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
<ul style="list-style-type: none"> <li>Ability to work flexibly to cover a 7 day a week developing service</li> </ul>	Essential	Application form/interview
<ul style="list-style-type: none"> <li>Ability to travel independently around the County, to attend statutory and mandatory training, service and team promotions ect.</li> <li>Ability to undertake all statutory and mandatory training including Breakaway (subject to Occupational Health clearance)</li> </ul>	Essential	Application form/interview