

PERSON SPECIFICATION

Job Title: Senior Practitioner – Mental Health Support Team
Department: CAMHS Trailblazer (East and North Herts SBU)

Date last reviewed: November 2020

CRITERIA	ESSENTIAL	DESIRABLE
QUALIFICATIONS/EDUCATION/TRAINING <p>A professional qualification with professional registration in a relevant subject (e.g. psychology, social work, counselling, mental health nursing, Psychotherapy) at degree level or equivalent.</p> <p>Or core post graduate training in provision of low intensity CBT, e.g. CWP /CYP-IAPT qualification plus post qualification experience that enables the individual to provide and deliver CBT interventions at low intensity level independently</p> <p>Or Postgraduate Diploma for Educational Mental Health Practitioner (EMHP programme)</p> <p>Or Postgraduate Certificate in Child and Young Persons Psychological Wellbeing Practice</p> <p>Appropriate UK professional registration</p> <p>Accredited CBT qualification</p> <p>Mentor / Practice Educator supervision training</p> <p>Documented evidence of continued professional development.</p> <p>Post-graduate training in mental health</p>	<p>A</p> <p>A</p> <p>A</p> <p>A</p>	<p>A</p> <p>A</p> <p>A/I</p> <p>A/I</p>
PREVIOUS EXPERIENCE <p>Significant post qualification experience of working in a range of settings relevant to the post.</p>	<p>A/I</p>	

Significant experience of assessing people in a variety of settings who have an acute mental health presentation.	A/I	
Experience of working with young people presenting with emotional/psychological difficulties and challenging behaviour.	A/I	
Experience and knowledge of implementing safeguarding procedures for children and adults.	A/I	
Experience and knowledge of working in a multi-ethnic community.	A/I	
Experience of teaching and training in practice.	A/I	
Experience of peer supervision, supervising colleagues in the multi-disciplinary team and consultation in other agency settings.	A/I	
Experience of supporting young people in an educational setting		A/I
KNOWLEDGE		
Knowledge of legislation related to children and/or adolescent's mental health and social care e.g. Mental Health Act, Mental Capacity Act, Care Act, Child Protection and Safeguarding of Vulnerable Children etc.	A/I	
Knowledge of recent developments in mental health/learning disability provision for young people including government initiatives.	A/I	
Knowledge of current developments in research and its application with regards to children and young people's mental wellbeing	A/I	
Ability to supervise trainees undergoing the EMHP training and post qualification	A/I	
Ability to teach and train others using multi-media materials suitable for presentation within public,		A/I

professional and academic settings.		
SKILLS AND APTITUDE Deliver care with respect, dignity, compassion and recovery focused. Clinical skills to assess young people in a variety of settings who have an emerging mental health presentation. Comprehensive risk assessment skills. Specific clinical skills applicable in a community or educational setting e.g. brief therapy, cognitive therapy, Low intensity interventions and group work and anxiety management, de-escalation. Confidence to work autonomously in the community and use own initiative, and make decisions in complex situations. Ability to deal sensitively with stressful situation including; staff and organisational problems; child abuse; family breakdown; mental ill health and risk of self-harm. Delivering a range of evidence based early intervention techniques for relevant service user group. Including Guided Self Help (GSH) group work and whole school approaches in educational setting.	A/I A/I A/I A/I A/I A/I	A/I
COMMUNICATION SKILLS Able to communicate effectively, orally and in writing at an age-appropriate level – complex, highly technical, and/or clinically sensitive information to service users, their families, carers and professionals within and outside the NHS. Ability to communicate sensitive information to children and/or adolescents, carers and colleagues in a way that addresses psychological resistance. Ability to work flexibly across service boundaries.	A/I A/I	

<p>Skills in liaising with other agencies and providing consultation to other professional and non-professional groups.</p> <p>Ability to contain and work with organisational stress and ability to hold the stress of others.</p> <p>Respectful approach to service users, families, carers, colleagues</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>	
<p>ANALYTICAL SKILLS</p> <p>Ability to maintain high standards of record keeping, including data entry and recording.</p> <p>Ability to assess and manage risks.</p>	<p>A/I</p> <p>A/I</p>	
<p>DIVERSITY</p> <p>A commitment to work in ways which support equality and diversity and treat everyone with appropriate dignity and respect.</p>	<p>A/I</p>	
<p>OTHER</p> <p>Car driver (unless you have a disability as defined by the Equality Act 2010 which prevents you from driving)</p> <p>Disclosure and Barring approval (formally CRB check).</p> <p>Able to travel independently across the Trust.</p> <p>Ability and willingness to work outside office hours when required by the role.</p> <p>Values/Motivational/Personal Qualities/Diversity</p> <ul style="list-style-type: none"> • Welcoming • Kind 	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>	

<ul style="list-style-type: none"> • Positive • Respectful 	A/I	
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Key: A=Application Form

I = Interview

T = Test

