

PERSON SPECIFICATION

**OUR VISION: 'TO BE THE LEADING HEALTH AND WELLBEING SERVICE IN
THE PROVISION OF MENTAL HEALTH AND COMMUNITY CARE'**

JOB TITLE: Community Mental Health Practitioner

DEPARTMENT: Basildon Mental Health Unit, Basildon Hospital

Criteria for Selection	Essential	Desirable	Measurement Application Form - AF Interview - IN Assessment – AS
Education/Qualifications <ul style="list-style-type: none">Professional Qualification (OT, Social Work, RMN)Educated to Degree Level in HealthEvidence of personal and professional development in contemporary mental health practiceAllied Health & Mental Health Practitioner (Mental Health Act 1983)	✓	Additional Professional Qualification/ Experience - Dementia related	AF/IN/AS
Knowledge <ul style="list-style-type: none">Evidence of personal development e.g. in objective setting, time management, skills etcAbility to plan ways of improving efficiency and cost effectiveness of clinical services	✓		AF/IN/AS

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<ul style="list-style-type: none"> • Ability to coordinate work to meet agreed targets and deadlines • Evidence of ability to prioritise workload and competing demands • Able to take on broader responsibilities to improve own and others knowledge and skills • Evidence of the knowledge and skills in the use of information technology to support care and professional development • Good understanding of the Mental Capacity Act and its application in practice. • Good understanding of person centred care and the Recovery Model. • Good understanding of crisis resolution home treatment service provision • Good understanding of positive risk taking. • Good understanding of national policy and the implications for mental health e.g. crisis care 			
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<p>concordat, parity of esteem.</p> <ul style="list-style-type: none"> • Evidence of an understanding of the principle of governance and implications for professionals practice • Evidence of knowledge of professional nursing standards • IT competency • Car Driver /able to travel to all required locations and achieve service activity targets. 			
<p>Skills/Experience</p> <ul style="list-style-type: none"> • Ability to communicate effectively • Evidence of personal development • Ability to provide effective feedback to staff in a constructive manner • Ability to deal sensitively and decisively with conflict management • Ability to build relationships and negotiate satisfactory outcomes • Develop a positive environment which supports continuous improvement 	✓		AF/IN/AS
<p>Personal Qualities</p> <ul style="list-style-type: none"> • Evidence of personal development 	✓		AF/IN/AS

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<ul style="list-style-type: none"> • Ability to seek ways of improving individual's performance by training, coaching and development • Ability to manage 'difficult' behaviour by listening, showing tolerance and remaining objective • Develop team spirit and inclusivity • 			
Additional Qualities <ul style="list-style-type: none"> • Ability to use own judgement confidently and decisively • Ability to know when to seek the support and guidance of more senior colleagues when necessary • Ability to maintain high standards of work • Able to instil confidence in others in the quality of their own work • Able to champion high standards of professional practice throughout the service area • Evidence of user focus in the organisation, delivery and evaluation of care • Experience in the use of risk assessment tools 	✓		AF/IN/AS