

Person Specification

Post: Community Rehabilitation Team Manager – Band 7

Attribute	Essential The qualities without which a post holder could not be appointed	Desirable Extra qualities which can be used to choose between candidates who meet all the essential criteria	How Assessed e.g. application form, interview, test, in-tray exercise etc
Education / Qualifications	<ul style="list-style-type: none"> Registered Mental Health Nurse (RMN) with current registration or other professional registered qualification in a health or social care field. Educated to degree level or equivalent experience. Short courses and/or experience to post graduate diploma level 	<ul style="list-style-type: none"> Completion of Preparation for Mentorship / Practice Teacher / Fieldwork Educator qualification. Management or leadership qualification, or training for supervision and staff development. Working towards formal teaching qualification. 	<ul style="list-style-type: none"> Application Form Certificate(s) Interview
Experience	<ul style="list-style-type: none"> Experience of working with service users with serious mental health diagnoses and complex needs. Experience of working with people who are deemed difficult to engage, who may have behaviours that challenge or may have substance misuse. Experience of multidisciplinary working in mental health care and joint working with outside agencies. Experience of providing day-to-day clinical leadership and / or operational management of a similar service. Experience in the provision of clinical and line management supervision and annual appraisal. 	<ul style="list-style-type: none"> Experience of working within rehabilitation settings. Experience of working in a forensic setting. Range of experience working with vulnerable adults. Experience of managing budgets. Experience in chairing professional meetings 	<ul style="list-style-type: none"> Application Form Interview

	<ul style="list-style-type: none"> • Experience of working with multi-agency child and adult safeguarding procedures. • Experience of working to objectives, within a performance management framework. 		
Knowledge	<ul style="list-style-type: none"> • Working knowledge of current mental health legislation and guidance to include Mental Health Act and the Care Act. • Working knowledge of Safeguarding Adults at Risk and Children. • Working knowledge of NICE guidance in the treatment of mental health problems including crisis care. • Working knowledge of medication management • Overview and knowledge of the range of interventions and services that meet the needs of all service users referred to the mental health service. • Knowledge of risk management issues. 		<ul style="list-style-type: none"> • Application Form • Interview
Skills and Abilities	<ul style="list-style-type: none"> • Ability to work in a fast paced, dynamic and high pressure clinical environment. • Evidence of well-developed risk assessment, formulation and management skills • Evidence of well-developed team leadership and management skills including change management • Ability to represent Pennine Care rehabilitation services and build and maintain effective relationships with stakeholders. • Evidence of the ability to lead, motivate and manage a group 	<ul style="list-style-type: none"> • Ability to provide education and training to different grades of professional staff both informal and by formal presentation. 	<ul style="list-style-type: none"> • Application Form • Interview

	<p>of skilled staff.</p> <ul style="list-style-type: none"> • Ability to manage own emotions and deal with others in highly charged situations. • Experience of governance processes, including responding to complaints and completing investigations following incidents. • Ability to manage the performance of staff in a consistent and sensitive manner. • Ability to produce written reports that are clear, unambiguous and produced with agreed timescales. 		
Work Related Circumstances	<ul style="list-style-type: none"> • Use of a car or access to a means of mobility to travel across the Trust footprint in line with service need. • To be part of the bronze on call rota depending on service need. • Willing to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies • Appointments to regulated and controlled activities require an enhanced DBS disclosure. 		<ul style="list-style-type: none"> • Application Form • Interview