



SECTION 2 - PERSON SPECIFICATION

JOB DETAILS

Job Title	Mental Health Advanced Practitioner	Band	AFC Band-7
Hours of Work	37.5	Base	Variable
Department	Clinical Effectiveness and Transformation	Directorate	Clinical Quality and Improvement

KEY COMPONENTS

		Essential / Desirable	Measured by Application / Interview / Assessment
Qualifications	A minimum of BSc in RNMH/RNLD or equivalent clinical academic qualifications or experience	E	A
	Postgraduate Masters /diploma in a subject relevant to the area of practice e.g ILM	E	A
	RNMH/RNLD, current professional registration with NMC.	E	A
	Qualification in non-medical prescribing or willingness to undertake within agreed timescale	D	A
	Qualification in assessment of clinical risk and experience of risk management.	E	A
	A recognised teaching qualification or equivalent demonstrable ability with evidence of teaching in practice and / or classroom situations.	E	A
Knowledge and Experience	Assess and examine patients presenting with both acute and chronic conditions.	E	A/I/A
	Experience of working with people at risk	E	A/I
	Post registration experience of working with adults with acute mental health problems	E	A/I
	Be expert in recording and evaluating a medical, social and family history supported by extensive underpinning knowledge as detailed in the College of Paramedics (CoP) framework.	E	A/I



Practical and	Formulate a plausible differential diagnosis supported by extensive underpinning knowledge.	E	A/I
	Apply expert professional judgement and specialist clinical knowledge and experience to make appropriate, safe and reasoned decisions.	E	I
	Demonstrate experience of formulating care plans for people in an acute mental health crisis.	E	A/I/A
	Excellent written and verbal communication skills including the ability to present a reasoned and contentious argument to a range of audiences and atmospheres	D	A/I
	Negotiate alternative treatment and/ or referral strategies, utilising a range of care pathways and treat and leave approaches based on sound assessment and decision-making skills.	E	I/A
	Minimise clinical risk through reasoned and justifiable clinical decisions.	E	I/A
	Demonstrable knowledge of pharmacology to inform practice.	D	I/A
	Demonstrable knowledge of the management of mental health in the pre-hospital environment	E	A/I
	Evidence of ability to provide remote and direct clinical advice and supervision.	E	I
	Evidence of ability to participate in clinical audit on a local and / or service wide basis.	E	A/I
	Evidence of ability to participate in primary research and demonstrate knowledge of assessing and evaluating research-based evidence.	D	I
	Extensive experience of working with people experiencing a mental health crisis	E	A/I
	Understanding of the NHS agenda	D	A/I
	Use software to support and/ or document clinical advice and support decisions.	D	A/I
	Evidence of ability to develop training packages in response to identified clinical needs.	E	A/I
	Significant post registration experience	E	A/I
	Recent experience working as an autonomous practitioner	E	A/I
	Can demonstrate a sound working knowledge of the whole system and relevant care pathways	E	A/I
	A good understanding of mental health services, including relevant legislation (Mental Health Act, Capacity Act).	E	A/I
	A clear understanding and commitment to the role and purpose of Crisis Assessment Service.	D	I
	A clear understanding of the professional role, both profession specific and the generic nature of a crisis practitioner.	D	I
	Understanding of the Care Programme Approach.	E	A/I
	A good understanding of the needs of people with mental health problems who are in acute crisis.	E	A/I
Practical and	Evidence of ability to provide expert opinion in relation to complaints, serious untoward incidents, and frequent caller issues.	E	A/I



	Evidence of ability to provide clinical support or operational command at large scale planned events and serious, protracted, complicated or major incidents as appropriate.	E	A/I
	Experience of participation in planning and development of service model delivery	E	A/I
	Experience of working in other clinical settings	D	A/I
	Demonstrable experience of providing clinical assessment and advice	E	A/I
	Significant experience of clinical practice, including supervision, mentorship, and leadership	E	A/I
	Demonstrable ability of chairing meetings and organising committees and projects	D	A/I
	Evidence of ability to contribute to training events / courses where specialist clinical knowledge is required.	E	A/I
Personal Qualities, Abilities and Attributes	Ability to manage both self and others and use initiative to problem solve based on sound rationale.	E	A/I/P
	Clear and positive leadership skills	E	A/I/P
	Evidence of having provided mentoring and support to other staff.	D	I
	Demonstrable commitment to personal and career development with maintenance of a personal career development portfolio, including up to date compassionate conversations.	D	A/I
	Ability to engage assertively but diplomatically	E	A/I
	Full UK Driving licence	E	A/I
	Evidence of Reliability/Resilience (Reference).	E	A/I/A
	Ability to lead, motivate and manage teams successfully	E	A/IA
	Understanding of and demonstrable commitment to diversity as an employee and as a provider of services to the public.	E	A/I