

Person Specification

Post: Deputy Team Manager – Band 6

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 Nurse Mental Health Registered with the NMC Short courses and / or experience to post graduate diploma level. 	<ul style="list-style-type: none"> Accredited skills based training. Training related to management, supervision and staff development. Educated to degree level Mentorship / practice leadership qualification. 	<ul style="list-style-type: none"> Application Form Certificate(s) Interview
Experience	<ul style="list-style-type: none"> Proven post registration experience working in community mental health services Demonstrable experience working as a Band 6 Experience of working in a multi-disciplinary team Experience of working with services user with serious mental health problems and their families. Experience of coordinating complex packages of care. 	<ul style="list-style-type: none"> Providing Supervision Leading / coordinating multi-disciplinary teamwork Staff management Managing Budgets Service development/ managing change 	<ul style="list-style-type: none"> Application Form Interview
Knowledge	<ul style="list-style-type: none"> Knowledge of national legislation and guidance including the Recovery Movement and Personalisation Agenda Knowledge of evidence based / contemporary mental health practice. Ability to identify and co-ordinate effective risk 	<ul style="list-style-type: none"> Awareness of a range of PSI and appropriate psychological therapies. Awareness of issues surrounding mental health care. 	<ul style="list-style-type: none"> Application Form Interview

	assessment and management.		
Skills and Abilities	<ul style="list-style-type: none"> • Skills in Assessment / Care-Management and Planning • Experience / skills working in partnership with a broad range of colleagues, service users, and carers • Skills in a range of evidence based practice. • Demonstration of sound professional judgement and communication skills (verbal and written) • Ability to manage effectively under pressure. • Ability to supervise staff, set standards, monitor performance and promote staff development • Excellent organisational, problem solving / prioritisation skills. • Awareness of and commitment to, anti-discriminatory practice and equal opportunities. 	<ul style="list-style-type: none"> • Leadership skills / abilities 	<ul style="list-style-type: none"> • Application Form • Interview
Work Related Circumstances	<ul style="list-style-type: none"> • Flexible working • Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs • 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