

Person Specification

Post Title:	Senior Mental Health Practitioner – Manchester Case Management Team
Band	6
Directorate	Central and Citywide
Location/Base	1. Victoria Mill and bases across North Manchester 2. Moss Side Health Centre and bases across Central Manchester
Responsible to	GMMH Team Leader
Accountable to	Service Manager, Wellbeing and Recovery Pathways

Job Summary/Purpose

The post holder will lead on providing expert mental health and substance misuse knowledge to members of the MCM teams and key stakeholders and partners, giving advice and consultation to non-mental health colleagues across the MCM teams. The post holder will carry a caseload of service users with mental health and/or substance misuse problems including those presenting with high levels of risk and co-morbidity.

Essential Criteria - The qualities without which a post holder could not be appointed.	Desirable Criteria - Extra qualities which can be used to choose between candidates who meet all the essential Criteria	How Assessed – AP = Application form IN = Interview OA = Other Assessment
Education / Qualifications - to be able to complete the duties as laid out on the Job Description		
<p>A qualification in mental health nursing (RMN or part 13 of the NMC register), general nursing (RGN or part 12 of the NMC register), social work, occupational therapy, clinical psychology or other relevant health professional qualification.</p> <p>Professional registration appropriate to own discipline (e.g. NMC, HPC, BPS)</p> <p>Evidence of continuing professional development particularly in relation to the development of knowledge and skills for working with people with mental health.</p>	<p>Experience of working in a third sector, statutory or community based substance misuse environment.</p> <p>Post graduate qualification in a relevant area of practice e.g. mental health, motivational interviewing, cognitive behavioral therapy.</p> <p>Mentorship/ENB998 or other Assessment and/or Teaching in Practice equivalent qualifications</p>	AP
Experience - to be able to complete the duties as laid out on the Job Description		
<p>Significant experience of working with people with complex mental health difficulties.</p> <p>Experience of specialist mental health assessment and treatment of service</p>	<p>Experience of teaching, training and/or supervision</p> <p>Working clinically within a substance misuse team or network</p>	IN and AP

<p>users.</p> <p>Experience of maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and threat of physical abuse</p> <p>Experience of exercising full clinical responsibility for service users mental health and/or substance misuse treatment</p> <p>Working in busy challenging clinical settings and prioritising duties to maintain safety</p> <p>Effective liaison with a range of professionals and agencies</p> <p>Evidence of continuing professional development</p>	<p>Working clinically in a range of service settings including inpatient</p> <p>Helping to develop other colleagues and providing critical and constructive feedback</p> <p>Managing patients with complex needs</p> <p>Supporting the implementation of clinical practice improvement initiatives</p>	
Knowledge - to be able to complete the duties as laid out on the Job Description		
<p>Assess and manage a range of acute clinical risks associated with co morbid mental health and substance misuse difficulties</p> <p>Use relevant tools and guidelines to facilitate comprehensive assessments of mental health and/or substance misuse and be able to plan, implement and evaluate their care</p> <p>Work collaboratively across team and organisational boundaries, negotiating complex organisational structures and processes</p> <p>Able to demonstrate critical reasoning skills.</p> <p>Develop excellent relationships with service users, families/carers and members of the multidisciplinary team</p> <p>Aware of latest NHS policy developments and their potential impact on the delivery of mental health and substance misuse interventions.</p>	<p>Prioritise workload and manage time effectively</p> <p>Evaluate and develop own practice</p> <p>Demonstrate a knowledge of the issues surrounding work and the impact it can have on mental health.</p> <p>Knowledge of medication used in anxiety and depression and other common mental health problems.</p>	IN and AP

Skills and Abilities - to be able to complete the duties as laid out on the Job Description		
<p>Excellent communication skills, both verbally and in writing</p> <p>Computer literacy</p> <p>Ability to work at a high level of professionalism and in circumstances where there may be exposure to high levels of emotional distress, verbal and/or physical aggression</p> <p>Ability to work within an environment of sustained physical, mental and emotional effort</p> <p>Skills in providing consultation to other professional and non-professional groups</p> <p>Enthusiasm for and non-judgmental openness to a broad range of approaches and an ability to communicate the role within a multi-disciplinary service</p> <p>Ability to communicate effectively at all times.</p> <p>Ability to sustain intense periods of concentration</p> <p>Innovative and flexible</p> <p>A creative, lateral thinker with a positive approach to work</p> <p>Good understanding of own strengths and weaknesses</p>		IN and AP

Other Requirements - to be able to complete the duties as laid out on the Job Description		
<p>Ability to identify and employ, as appropriate, clinical governance mechanisms for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material.</p> <p>The ability to travel extensively across the Manchester footprint where required.</p>	Experience of working within a multicultural framework	IN and AP

The Trust will consider any reasonable adjustments to the recruitment and selection process and to employment for applicants who have protected characteristics under the Equality Act 2010.