

## Person Specification

**Post: Clinical Lead Practitioner (Band 7)**

Attribute	<b>Essential</b> The qualities without which a post holder could not be appointed	<b>Desirable</b> Extra qualities which can be used to choose between candidates who meet all the essential criteria	<b>How Assessed</b> e.g. application form, interview, test, in-tray exercise etc
<b>Education / Qualifications</b>	Registered professional Nursing/Social Work/Occupational Therapist.  Diploma in a professional qualification or equivalent experience.  Evidence of post registration additional training and experience to Master's level	First Degree Level	*Application Form
<b>Experience/ Knowledge</b>	Significant experience of leadership and proven track record of managing groups of staff and/or teams  Successful management and control of substantial and complex resources  Evidence of improving service quality  Successful track record of prompting, leading and implementing change programmes that drive up standards and service performance  History of holding responsibility and accountability for clinical decisions and empowering clinicians to make difficult clinical decisions  Evidence of high levels of competence with written documentation  Evidence of achieving high standards regarding CPA documentation  Evidence of building and maintaining effective relationships	Personal experience of mental health or experience through caring  Proven track record of successful strategic thinking  Experience of leading on audit and/or research activity related to clinical practice	*Application form/ interview/ references

<b>Skills and Abilities</b>	<p>Demonstrate risk management skills</p> <p>Resource management – the ability to develop team and individual key strengths through clinical and professional supervision</p> <p>Ability to work in a pressured environment and manage competing priorities</p> <p>To be able to lead the team effectively in team settings</p> <p>Competent in IT systems and their use</p> <p>Demonstrates behaviours in line with the PCFT Management Behaviour profiles.</p> <p>Evidence of commitment to developing a culture of care and compassion</p> <p>Support others in understanding peoples mental health needs and how these can be addressed in their work</p> <p>Demonstrate experience of managing people in diverse functions</p>	<p>To have a track record of effective working with clinical education providers</p> <p>Ability to work in a pressurised environment and manage competing priorities</p> <p>Comprehensive range of clinical skills</p>	<p>Application form/ interview/ references</p>
<b>Work Related Circumstances</b>	<p>Requirement to regularly travel to different Trust sites</p> <p>Contributes towards achieving national standards regarding CPA documentation</p> <p>Make sure own actions reduce risk to Health and Safety</p> <p>Perform hand hygiene to prevent the spread of infection</p> <p>Minimise and deal with aggressive and abusive behaviour</p> <p>Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs</p> <p>Willing to carry out all duties and</p>		<p>Assessment/ Interview/ References</p>

	<p>responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies</p> <p>Appointments to regulated and controlled activities require an enhanced DBS disclosure.</p>		
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