

PERSON SPECIFICATION

Job Title:	Specialist Health Visitor in Perinatal and Infant Mental Health	AFC No. N0998
Band:	7	
Department:	Health Visiting	
Group:	Acute & Community Paediatrics	

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
EXPERIENCE	<ul style="list-style-type: none"> Significant years experience of working within the community as a Health Visitor Experience of integrated/joint working to deliver the Healthy Child programme Demonstrate understanding of risks associated with working with complex families, and multi-agency partners to implement Early Help and Safeguarding plans Evidence of managing a complex caseload providing high quality evidenced based care where there are concerns about Perinatal and infant mental health. and recording outcomes in partnership with families Leadership skill with the ability to work autonomously and part of a team. Keyboard/IT/skills to update electronic records, communicate internally and with external partners and produce reports for court/conferences & training Experience of providing training and specialist advice & supervision Excellent communication and interpersonal skills. Experience of training pre and post registration students 	<p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p>	<ul style="list-style-type: none"> 	
QUALIFICATIONS	<ul style="list-style-type: none"> Specialist Community Public Health Nurse (Health Visitor) 	AF, I	Educated to Masters Level equivalent	AF

	<ul style="list-style-type: none"> • Educated to Degree Level or equivalent • Up to date safeguarding training • Additional Perinatal Mental Health Training • Training in practice supervisor/assessor role 	AF, I AF, I AF, I AF, I	Leadership qualification or L7 modules Registered Mental Health Nurse Parenting programme facilitator course Experience of using Triple P Baby Experience of using Video Interactive Guidance Practice Assessor/Practice supervisor	AF AF AF AF
KNOWLEDGE	<ul style="list-style-type: none"> • Knowledge of current legislation and national guidance relating to perinatal and infant mental health. • In depth knowledge and understanding of adverse childhood experiences how these may impact on the outcomes for children • Knowledge of local and national policies, legislation and local processes that contribute to safeguarding children and adults • Understanding of the Healthy Child programme and decisions making processes for children receiving services at differing thresholds. • Evidence of continuous professional development • Experience of multi-professional working including lead professional role • Understanding of Trauma informed approaches 	AF, I AF, I AF, I AF, I AF, I AF, I	Has worked as a lead professional using EHA	AF
PERSONAL QUALITIES	<ul style="list-style-type: none"> • Enthusiasm and motivation to deliver high quality care • Excellent communication and motivational skills • Strong leadership qualities • Ability to work under pressure • Excellent communication and motivational skills • Enthusiasm and resilience 	AF, I AF, I AF, I AF, I AF, I AF, I		

MANAGEMENT / SUPERVISION / COORDINATION SKILLS	<ul style="list-style-type: none"> • Ability to compile audits and analyse data to improve service provision • Be able to manage all aspects of work including: identifying own training needs, , training needs of others and carrying out appraisal • Provide supervision advice and guidance to colleagues and staff across the Health Visiting service. • Undertake the practice supervisor/assessor role for students assigned to the workforce • Provide mentorship for newly recruited staff 	<p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p>	<ul style="list-style-type: none"> • Evidence of co-production with service users 	AF
WRITTEN SKILLS	<ul style="list-style-type: none"> • Proficient in reading and writing in the English Language • Ability to comment on various documents such as policies, reports. • Develop comprehensive care pathways for women and families affected by mild, moderate and severe mental health problems in collaboration with the multi-agency partners • Ability to update process instructions. • Ability to follow complex written instructions. • Be able to write complex reports and formulate plans of care. • Able to produce complex documents such as policies/reports 	<p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p>		

COMMUNICATION / VERBAL SKILLS	<p>Ability to use negotiation skills.</p> <p>Able to communicate face to face, by telephone and e-mail in a concise and informative manner,</p> <p>High level of written/verbal communication skills with the ability to demonstrate fluency, clarity and effectiveness</p> <p>Ability to deal with highly confidential client/ staff information</p> <p>Ability to communicate with all members of the disciplinary team on a regular basis</p> <p>Ability to communicate concerns in a timely manner</p> <p>Able to deal with telephone enquiries, respond sensitively and timely</p> <p>Access safeguarding and clinical supervision</p>	<p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p>		
RESPONSIBILITY FOR FINANCIAL AND PHYSICAL RESOURCES	<ul style="list-style-type: none"> To be aware of budgetary constraints and how to utilise resources effectively. To ensure appropriate use and storage of all trust equipment 	<p>AF, I</p> <p>AF, I</p>		
PHYSICAL SKILLS	<ul style="list-style-type: none"> Keyboard skills Able to safely carry out manual handling Ability to travel across Sandwell Borough to deliver episodes of care 	<p>AF, I</p> <p>AF, I</p> <p>AF, I</p>		
MENTAL EFFORT	<ul style="list-style-type: none"> Effectively manage the emotional intensity of the therapeutic relationship between the practitioner and client. Work within complex family circumstances, including situations to safeguard children. Be able to learn and assimilate a large volume of 	<p>AF, I</p> <p>AF, I</p> <p>AF, I</p>		

	<p>highly complex new information in a very short space of time and have the necessary skills to quickly apply new knowledge and skills to the practical work environment.</p> <ul style="list-style-type: none"> • Ability to maintain concentration under stressful situations • Able to recognise, report and diffuse conflict situations. • Ability to adapt to differing client groups and communities • Confidence to professionally challenge decision making of partner agencies for improved outcomes of children and families 	<p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p>		
WORKING CONDITIONS	<ul style="list-style-type: none"> • Extensive VDU use • Willing to travel to offsite meetings • Ability to work within an unpredictable environment on a daily basis • Ability to work in a team environment • Ability to liaise with multi- disciplinary team 	<p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p>		
EMOTIONAL EFFORT	<ul style="list-style-type: none"> • Ability to manage potentially upsetting/distressing information or people in distress. • Ability to offer peer support • Demonstrate emotional intelligence when responding to the needs of others 	<p>AF, I</p> <p>AF, I</p> <p>AF, I</p>		
Other				

Notes on completion

- Please complete only the criteria that are relevant to the post otherwise leave blank.
- Essential criteria are those attributes required of the post holder without which an appointment cannot be made.
- Desirable criteria are those attributes of the post holder, which would be useful, but not essential for the post holder to perform the role.
- How tested: AF - Application Form
I - Interview
P - Presentation
T - Test
- If you have any queries please contact your Group/Directorate Human Resources Manager