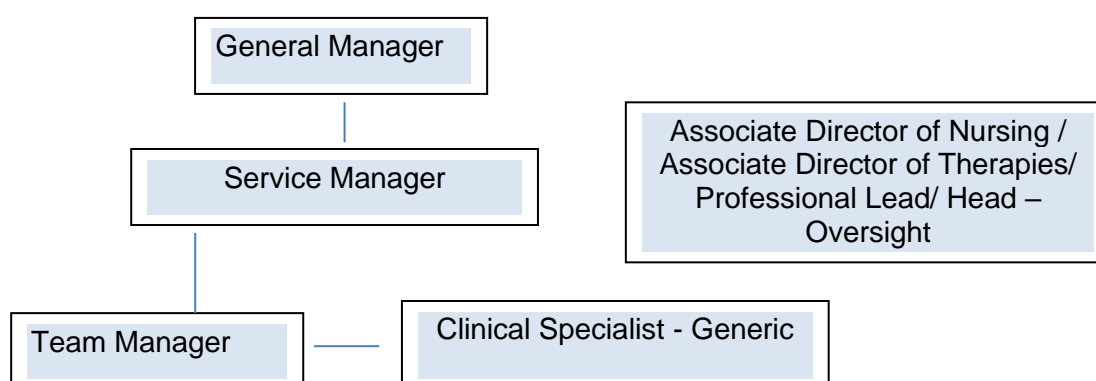


ZZZ-MP-01 Aug 23

JOB DESCRIPTION

Job Title	Clinical Specialist – Generic
AFC Band	Band 7
Accountable to	General Manager and Associate Director of Nursing / Associate Director of Therapies
Responsible to	Service Manager and Team Manager, for AHP, Social work and Psychological Professions you will also have oversight from professional lead/ head to support your registration)
Responsible for	Clinical and Professional Leadership of a defined group in designated speciality



1.0 Job Summary

The Clinical Specialist will have responsibility for providing clinical leadership to colleagues across the local 'place-based' community system in the assessment, treatment, and management of people with complex needs in a designated specialty.

Providing specialist mental health assessment and clinically proven, evidence-based interventions to the specified client group with a range of complex mental health problems.

The Clinical Specialist will offer advice and consultation regarding the management of the specified client group to colleagues from across the local community system and other agencies, as necessary. It is expected that the post holder will spend 80% or more of their time in the delivery of direct/indirect clinical care. The post holder will be expected to support the leadership group in local implementation of the Community Mental Health Transformation Programme and future systems change resulting from this work where appropriate.

2.0 Main Duties and Clinical Responsibilities

- 2.1.1 The post holder will take a lead role in the development of clinical services for people accessing the local community place-based system and will be a resource available for colleagues of all disciplines within the multi-disciplinary team.
- 2.1.2 To provide autonomously specialist mental health assessments of service-users. The assessment will be based upon the appropriate use,

interpretation, and integration of complex data from a variety of sources including general practitioners, primary care team members, statutory and voluntary sector rating scales, direct and indirect structured observations and semi structured interviews with service users, carers, family members and others involved in the person's care.

- 2.1.3 The post holder would be an essential member of the multi-disciplinary team and will be able to facilitate the co-ordination of care on a multi-disciplinary basis to the service user.
- 2.1.4 The post holder will provide expert mental health care and support to all service users referred to the service providing evidence based mental health interventions.
- 2.1.5 The post holder will formulate plans of care and negotiate the implementation of such plans and the sharing of complex, sensitive, confidential and at times contentious information e.g., child protection issues, safeguarding vulnerable adults etc.
- 2.1.6 To act as a resource and to provide specialist mental health advice, training, guidance, and consultation to other members of the multi-disciplinary team and to other professionals in local partner agencies.
- 2.1.7 The post holder will have extensive knowledge of the specified client group
- 2.1.8 Efficiently and effectively ensure the care co-ordination of a caseload including provision of:
 - a) A comprehensive assessment of service users and potentially their family/carers.
 - b) Plan care as appropriate involving user/carers and statutory and non-statutory agencies as required.
 - c) Provide evidence-based interventions including individual, group and family work as appropriate and ensure that any intervention offered follows, Trust Guidance for safe and effective care (e.g The Governed Psychological Therapy Framework)
 - d) Ensure evaluation of all interventions involving user/carers and others as required, using agreed and appropriate experience and outcome measures.
- 2.1.9 To contribute directly and indirectly to improving the understanding of mental health to the benefit of all patients of the service, across all settings and agencies serving the patient group.
- 2.1.10 To undertake risk assessment and risk management for individual patients and to provide advice to other professionals and biopsychosocial aspects of risk assessment and risk management.
- 2.1.11 To exercise autonomous professional responsibility for the assessment, therapy and discharge of patients accessing the specialist support service. In line with best practice.

- 2.1.12 To provide specialist mental health advice, guidance and consultation to other professionals contributing directly to diagnostic assessment, formulation, and intervention plan.
- 2.1.13 The post holder will maintain high quality record keeping standards in line with the Trust's Record Keeping Guidelines, ensuring that confidentiality is maintained at all times.
- 2.1.14 Recognise and respect the cultural and spiritual needs of others.
- 2.1.15 Co-ordinate clinical interventions regarding issues such as self-harm and aggression which may result in emotional stress.
- 2.1.16 The post holder will provide Health Promotion activities as required.

3.0 Policy and Service Development:

- 3.0 To contribute to the development, evaluation and monitoring of local policies and procedures through consultation, the deployment of professional skills and research, service evaluation and audit, local government's procedures and membership of working groups.
- 3.1 To advise both service and professional management on those aspects of the service where specialist mental health and/or organisational matters need addressing.
- 3.2 To represent service area, be aware of Governance frameworks within the Trust and ensure adherence to these (e.g Governed Psychological Therapies).
- 3.3 Development review of localised protocols within the service.
- 3.4 The post holder will evaluate available research and use quality evidence-based practice. It is expected that the post holder will initiate and take the lead in audit, service evaluation and research projects.

4.0 Management

- 4.1 To participate as appropriate in the recruitment and retention of staff as required.
- 4.2 To facilitate the induction of new members of staff.
- 4.3 To function as mentor/appraiser for students as required and as appropriate for professional groups.
- 4.4 Be aware of and act upon any hazards within the department in accordance with the Health and Safety Regulations.
- 4.5 Participate in appraisal and personal development plans of staff where appropriate.
- 4.6 Maintenance of appropriate level of information/data as required by the Trust including patient activity, patient data etc.
- 4.7 To utilise routinely theory, evidence-based literature, and research to support evidence-based practice and individual work inbuilt with other team members.

- 4.8 To undertake appropriate research and provide research advice to other staff undertaking research including electronic data entry and analysis.
- 4.9 To undertake project management including complex audit and service evaluation with colleagues within the service to help develop service provision.
- 4.10 To be a key member of the senior leadership team and have an identified role in leadership within the team.
- 4.11 To act as deputy to team manager as required.

5.0 Professional

- 5.1 The post holder will comply with their Professional Code of practice and maintain professional registration with a regulatory body (e.g NMC, GMC, HCPC, Social Work-England) and comply with their Professional Code of practice.
- 5.2 The post holder will act in accordance with the legal requirements contained within the Mental Health Act 1983 and the Children Act and other relevant legislation.
- 5.3 The post holder will maintain awareness of and act in accordance with the Area Child Protection Committee/Safeguarding Boards procedures and practice guidelines for child protection.
- 5.4 The post holder will comply with the Trust and Professional Standards for Records and Record Keeping, maintaining accurate, legible, and contemporaneous records which are updated and signed.
- 5.5 To be aware of and adhere to all guidelines, protocols and processed relating to the clinical area, ensuring completion of statutory and mandatory training and updates.
- 5.6 To be in receipt of regular robust and appropriate clinical professional supervision from a senior clinician in accordance with good professional practice guidelines and requirements of the relevant professional body
- 5.7 To provide formal/informal professional and clinical supervision to colleagues of all disciplines within the Team.
- 5.8 To develop skills in the area of professional postgraduate teaching, training and supervision including formal supervision training and to provide supervision to others as appropriate.
- 5.9 Attend relevant meetings, courses and seminars to maintain professional and personal development requirements and to continue to gain wider post qualification experience of the mental health profession. As agreed with professional lead and team manager

- 5.10 To engage in annual performance development planning appraisals in line with the Knowledge and Skills Framework.
- 5.11 To participate in the training of staff and other disciplines as appropriate.
- 5.12 To attend regular meetings, courses, seminars and keep professionally up to date.
- 5.13 To maintain confidentiality of information regarding service users and their families and friends at all times.
- 5.14 To be conversant with and comply with the Trust Health and Safety Policy.
- 5.15 To act at all times in the best interests of patients/clients.
- 5.16 To be aware of and adhere to all Trust Policies and Procedures

6.0 Communications and Working Relationships

- 6.1 To communicate effectively with all Key Stakeholders including:
 - a) Patients
 - b) Carers
 - c) Other Health Care Staff
 - d) General Public
 - e) Social Services
 - f) Housing
 - g) Voluntary Community and Social Enterprise Agencies
 - h) User/Carer Groups
 - i) Education/Schools
- 6.2 To have a lead role in the participation and co-creation agenda.
- 6.3 To communicate effectively with all users and carers, members of the multi- disciplinary team, statutory and voluntary organisations as appropriate.
- 6.4 To develop and maintain close liaison and links between the Secondary Care and Specialist Services, Primary Care, and the Voluntary and Community Sector.
- 6.5 Ability to establish and maintain multi-disciplinary and inter-agency working relationships, negotiating, and networking as appropriate.

7.0 Freedom to Act

- 7.1 To provide autonomously specialist mental health assessments of people with complex emotional needs, accessing care from within the allocated 'place-based' community system. The assessment will be based upon the appropriate use, interpretation, and integration of complex data from a variety of sources including general practitioners, primary care team members, statutory and voluntary sector, rating scales, direct and indirect structured observations and semi-structured interviews with the person, their family members and others involved in the person's care (including primary

care staff, voluntary care sector colleagues etc).

- 7.2 To act as a resource and to provide specialist advice, training, guidance, and consultation to other members of the multi-disciplinary team and to other professionals in partner agencies working within the local 'place-based' system.
- 7.3 To represent service area and participate in Governance Groups implementing recommendations from governance groups as required.
- 7.4 The post holder will evaluate available research and use quality evidence-based practice. It is expected that the post holder will initiate and take the lead in audit, research projects.
- 7.5 To be involved in producing, evaluating and auditing policies, procedures and standards relating to the role of the non-medical prescriber (if appropriate to core profession) within the trust.
- 7.6 To act as deputy to team manager as required.

8.0 Other requirements

- 8.1 The post holder may be required to undertake other duties commensurate with the role and/or band as required by business need, not specified in the job description.
- 8.2 The post holder may be required to work in locations other than those specified in the job description as required by business need.
- 8.3 There may be a requirement to change the job description in light of developing service needs.

PLEASE NOTE:

"This post is deemed to require a Disclosure check via the Disclosure and Barring Service". It will be necessary therefore before the appointment to contact the DBS (Disclosure and Barring Service) to check on any relevant criminal background.

Person Specification

Essential	Measured by
<p>The following identified Qualification Experience and Knowledge are all essential criteria that all candidates/post holders will have in order to be shortlisted for the role</p> <p>Qualifications Required</p> <p>Registration with relevant professional body. (e.g. NMC, GMC, HCPC, Social Work-England)</p> <p>For nursing professions – Recognised Practice Supervisor and /or Practice Assessor, clinical educator or equivalent</p> <p>And</p> <p>Trained in providing clinical supervision</p> <p>For other professions – evidence of training in clinical supervision of other staff and able to demonstrate competence in this area of practice in clinical supervision of other staff and/or students/trainees.</p> <p>All professions - Postgraduate diploma (or above) in a subject relevant to the area of practice or be willing to work towards and achieve within 2 years.</p> <p>Within the first year of being in post hold a recognised advanced clinical qualification or Masters level credits e.g., Intermediate Systemic Family Therapy/Post Grad diploma in CBT/British Isles Dialectical Behaviour Therapy /NMP e.g. dysphagia, posture, autism assessment, rebound, social prescribing, sensory processing, Approved Mental Health Professional, Practice Educator (level 3 Independent Prescriber) * Note any other advanced qualification/masters credits not listed here as an example, must be clearly evidenced and listed as “advanced qualification or masters credits” - within the individuals application form</p> <p>And have</p> <p>Equivalent clinical experience to that of a Post Grad Diploma/master’s level such as working as a band 6 (or above) in relevant clinical area with significant experience (see below under experience), together with evidence of relevant CPD</p> <p>Experience required</p> <ul style="list-style-type: none"> • Substantial clinical experience of working in relevant specialist area in collaboration with service users, families and relevant others or transferable experience of similar settings and willing to gain knowledge within first 12 months. • Experience of assessing and managing risk (harm to self, others and safeguarding) • Substantial experience of working in a multi-disciplinary team • Involvement in quality improvement activities <p>Knowledge Required</p> <ul style="list-style-type: none"> • Extensive knowledge of current issues relating to health needs of patients in the field of practice, regionally and nationally 	<p>Application Form</p> <p>Application Form</p> <p>Application Form</p> <p>Application Form</p> <p>Application Form</p> <p>Application form</p>

<ul style="list-style-type: none"> Experience of application of relevant legislation (i.e., Mental Health Act and Mental Capacity Act) in practice. 			
<p>The following sets of Knowledge, Skills, Experience, Personal Attributes are all essential requirements of the role, as identified some will be measured as part of the interview process and other must be acquired by the post holder within the first 6 – 12 months of being in post.</p>		Method of Assessment and timescales	Desirable
<p>Knowledge/ Skills/experience</p>	<ul style="list-style-type: none"> Research methodology at Masters level knowledge or above or within agreed timescale Developing practice standards Inter-agency and partnership working. Demonstrable leadership qualities eg role modelling of values and behaviour, active listening, use of evidence base and implementation of standards, ability to make complex judgements synthesising information appropriately, including signposting. Communicate complex and sensitive information in a manner appropriate to the individual and situation. Record complex information accurately and concisely and write reports Use multimedia materials for presentations in professional settings. Use approved techniques in physical intervention if required in appropriate clinical area. Demonstrate recovery-focussed practice. Working collaboratively with service users their families and carers Clinical Governance and its application in practice. Working knowledge of clinical medicines management where applicable Detailed understanding of Safeguarding and its application in practice. 	<p>At Interview All within 6 – 12 months of being in post</p>	

	<ul style="list-style-type: none"> Understanding of psychological models of care and treatment (depending on specialist area) 		
Personal Attributes	<ul style="list-style-type: none"> Ability to work as part of a collective leadership team understanding own and other's roles, engaging within your professional group and wider service Able to work in accordance with Trust Values. Committed to continual quality and service improvement. Self-aware and committed to continual professional and personal development. Able to accept and respond positively to feedback from supervision. Committed to promoting a positive image of people with mental health conditions and learning disabilities. Committed to promoting a positive image of the department and the wider Trust. 	<p>Interview by Values based Questions</p> <p>Within 6 – 12 months of being in post</p>	
Other Requirements	<ul style="list-style-type: none"> Ability to travel independently in accordance with Trust policies and service need. This role requires a relevant DBS 		

Our Journey To Change key messages

It's really important that as we continue to raise awareness and embed Our Journey To Change we use key messages. They will help us to use a shared language to communicate consistently with everyone and to make sure that what we say is simple and human. The key messages below are for use in the communications we share and conversations we have about Our Journey To Change.

Key messages:

- Our Journey To Change sets out why we do what we do, the kind of organisation we want to become and the way we will get there by living our values, all of the time. To help us achieve this we have also committed to three big goals over the next five years.
- Our Journey To Change was created with more than 2,500 colleagues, service users, families, carers, partners and our local communities who all took part in Our Big Conversation. We listened to every piece of feedback – and we will continue to listen.
- Through our conversations it was clear that the experience we provide to our service users, carers and colleagues was not consistently good and partners told us we weren't always easy to work with. We are committed to ensuring that we improve this experience for everyone.
- Change won't happen overnight but Our Journey To Change will be placed at the centre of everything we do and will inspire all actions and decision making at all levels, all of the time.
- This is our journey with you – it's important that everyone continues to be part of this.

Our values - key messages

- We are committed to co-creating safe and personalised care that improves the lives of people by involving them as equal partners. The most important way we will get there is by living our values, all of the time.
- Our values are respect, compassion and responsibility. They were created with more than 2,500 colleagues, service users, families, carers, partners and our local communities who all took part in Our Big Conversation.
- Our values are:
 - respect – we listen, we are inclusive and we work in partnership
 - compassion – we are kind, we are supportive and we recognise and celebrate achievement
 - Responsibility – we are honest, we are always learning and we are ambitious.
- Our values are at the heart of everything we do.

Further information

Further information is available at www.tewv.nhs.uk/about-us/our-journey-to-change

There is also further information for colleagues on our internal staff intranet
<https://intranet.tewv.nhs.uk/our-journey-to-change>