

PERSON SPECIFICATION

OUR VISION: 'TO BE THE LEADING HEALTH AND WELLBEING SERVICE IN THE PROVISION OF MENTAL HEALTH AND COMMUNITY CARE'

Job/Position Title:	SDFS Clinical Team Manager
Department/Location:	Nominal Base Harlow but required to work at other Trust locations as requested in response to the demands of the service.
Grade/Band:	7

Criteria for Selection	Essential	Desirable	Measurement
			Application Form - AF Interview - IN Assessment – AS
Education/Qualifications	<p>Registration Mental Health Nurse RMN Part 3</p> <p>Post graduate qualification degree or extensive experience of community mental health nursing</p> <p>Mentorship Preparation</p> <p>Meet the requirements for revalidation as set out by the NMC</p> <p>High standard of education</p>	<p>Non-medical prescribing qualification</p> <p>Master's degree or willingness to undertake this</p> <p>Able to deliver from a range of possible key therapeutic interventions including CBT, Psychosocial interventions, Family Interventions, DBT approaches</p>	

	<p>Good written and spoken English</p> <p>Highly specialist knowledge developed and supported by theory and experience</p>		
Knowledge	<p>Ability to supervise and conduct highly complex assessments and review of care in line with the requirements of the mental health care clusters</p> <p>Knowledge of working with external agencies to support the service user group</p> <p>Provide clinical leadership to support the team to meet their key performance indicators and contractual targets</p> <p>Provide clinical leadership in the continuing development of a high quality service underpinned by</p>		

	<p>evidence based practice</p> <p>Experience in the Performance Management and supervision of lower banded staff</p> <p>Experience of using an electronic information system</p> <p>Experience of and participation in audit and research</p> <p>Experience, knowledge and understanding of health legislation, principles of CPA and Care Management, Mental Capacity Act, Mental Health Act 1983 and safeguarding, the NHS Constitution, and risk assessment / management</p> <p>Experience and knowledge of current best practice and models within mental health</p> <p>Understanding of the nature of</p>		
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	<p>mental health conditions and how they can affect people's day to day life and impact upon recovery</p> <p>The ability to devise comprehensive care plans that incorporate effective, individualised and evidence-based therapy interventions</p> <p>Knowledge of the physical health needs of service users and monitoring of same</p> <p>Commitment to ongoing learning through CPD for self and others within operational area</p>		
Skills/Experience	<p>Literate in IT/Computer Skills - Word/Excel, PowerPoint and Outlook</p> <p>Good oral communication skills based on fluency on the English language</p>	<p>Provide clinical expertise and support to the Commissioning Panels (Health & Social Care)</p>	<p>AF/AS</p> <p>IN</p>

	<p>Proven experience of working in a health / social care or community setting as part of a multi-disciplinary team</p> <p>Experience of working with, supervising lower banded staff of various disciplines.</p> <p>Managing the care of service users with highly complex needs</p> <p>Act as a care coordinator in highly complex cases within last 2 years.</p> <p>Experience of dealing with confidential and sensitive information</p> <p>Provide clinical leadership to lower banded staff in medicines management in line with NMC Standards and Trust policies and procedures</p> <p>Manage and coordinate multi-</p>		
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	<p>disciplinary meetings i.e. referral / review / business / handover</p> <p>Demonstrate an understanding of the recovery principles</p> <p>Conduct specialist (including risk) assessments for service users / in the service user environment</p> <p>Extensive proven experience of working with service users with mental health conditions</p> <p>Experience of managing and coordinating Multi-disciplinary meetings i.e. referral / review / business / handover</p> <p>Ability to work with the Clinical Manager in the development and implementation of operational / Trust policies</p>		
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	<p>Lead / assist with the recruitment process of other clinical staff as required, supported by the Clinical Manager</p> <p>Deliver training to colleagues and lower banded staff</p> <p>Undertake physical health checks of services users and act on the findings</p> <p>Demonstrate an understanding of the Trust Core Values</p> <p>Understand the need for compassion in working with colleagues, service users and families</p> <p>Support families and carers within the boundaries of their role and NMC professional code of conduct</p> <p>The ability to deal effectively with multiple priorities whilst working</p>		
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	<p>under pressure and meet deadlines as required</p> <p>Take on the role of lead practitioner</p> <p>Self-motivated with a desire to contribute to the ongoing service development, service reviews and research</p> <p>Able to demonstrate a level of flexibility, innovation and creativity in the working environment</p> <p>Ability to motivate people</p> <p>Prioritise own work load and give support to other staff in relation to priorities when required</p> <p>Experience in risk assessment of service users</p> <p>The ability to practice effectively and flexibly as a senior practitioner</p>		
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	<p>in a multi-disciplinary team</p> <p>Knowledge and understanding of the recovery principles</p> <p>Demonstrate the ability to lead, facilitate and support group work i.e. anger management, psycho education and hearing voices</p> <p>Provide and oversee annual appraisals, mentorship and supervision to nursing team members</p> <p>Promote concordance with medication and treatment regimes in line with NMC regulations and Trust policy</p> <p>Requirement to undertake or supervise carers assessments in highly complex cases</p>		
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	<p>Undertake, supervise and sign off nursing needs assessments for service users with highly complex needs</p> <p>Provide clinical expertise and support to the commissioning Panels (Health & Social Care)</p> <p>Experience of carrying out SI investigations, disciplinary and grievance procedures plus any relevant investigations</p> <p>Excellent interpersonal and communication skills, both written and verbal, telephone manner including liaison with outside agencies</p> <p>Record all service user related information on Trust electronic records system and audit the interventions recorded by lower banded staff</p>		
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	<p>Lead / chair professionals meetings and reviews</p> <p>Report back at professional meetings / reviews on an individual / group's performance</p> <p>Produce reports for managers' appeal / renewal hearings and mental health review tribunals</p> <p>Supervise the work of nursing students and support workers</p> <p>Excellent organisational skills, ability to prioritise own workload and that of others</p> <p>Ability to adapt to change when required</p> <p>Contribute to or conduct SI and other investigations as required</p>		
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<p>Personal Qualities</p>	<p>Shares the Trust's Beliefs and models this in their attitude and behaviour:</p> <p>Ensures that the organisational values of open, compassionate and empowering are demonstrated by self and others every day and that any matters of concern are addressed in a timely way, either directly; or raised with the relevant Line Manager; or through the relevant processes within the Trust as appropriate.</p> <p>Adhere to NMC professional code of conduct</p> <p>Promote and demonstrate an awareness of the importance of personal, therapeutic and professional boundaries with lower banded staff</p>		<p>AF/IN</p> <p>AF/IN</p>
<p>Additional Requirements</p>	<p>Fitness Analysis as appropriate</p> <p>Ability to travel across sites and</p>	<p>Current driving licence</p>	<p>IN/AS</p>

	across Trust boundaries to attend meetings, etc.		
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WE CARE. WE LEARN. WE EMPOWER.