

## Person Specification

**Post: Band 6 Structured Clinical Management Practitioner**

| Attribute                         | Essential<br>The qualities without which a post holder could not be appointed   | Desirable<br>Extra qualities which can be used to choose between candidates who meet all the essential criteria   | How Assessed<br>e.g. application form, interview, test, in-tray exercise etc                                  |
|-----------------------------------|---|---|---|
| <b>Education / Qualifications</b> | <ul style="list-style-type: none"> <li>Professional qualification in health or social care (Nursing, allied health professional, social work)</li> <li>Current registration with professional body</li> <li>Evidence of post registration training/ development</li> </ul>  | <ul style="list-style-type: none"> <li>Mentorship qualification</li> </ul>  | <ul style="list-style-type: none"> <li>Application Form</li> <li>Certificate(s)</li> <li>Interview</li> </ul> |
| <b>Experience</b>                 | <ul style="list-style-type: none"> <li>Demonstrable experience of working with people with personality disorder</li> <li>Significant post registration experience working in a mental health service</li> <li>Proven experience of completing mental health assessments, risk assessments and risk management plans without direct supervision</li> <li>Experience of MDT and multi- agency working</li> <li>Experience of case managing service users care</li> <li>Experience of working with service users experiencing suicidal ideation and self harm</li> <li>Experience of working to multi-agency safeguarding processes</li> <li></li> </ul> | <ul style="list-style-type: none"> <li>Previous experience of working to a model of SCM</li> <li>Completing Care Act assessments and commissioning of services</li> </ul> | <ul style="list-style-type: none"> <li>Application Form</li> <li>Interview</li> </ul>                         |
| <b>Knowledge</b>                  | <ul style="list-style-type: none"> <li>NICE Guidelines and current</li> </ul>   | SCM principles  |   |

|                             |  |  |   |
|-----------------------------|--|--|---|
|                             | <p>best practice in the management of people with personality disorder</p> <ul style="list-style-type: none"> <li>• STORM principles</li> <li>• Current best practice in approaches to management of self-harm</li> <li>• Trauma informed approaches to care</li> <li>• Group management principles</li> <li>• Care Act eligibility and commissioning processes</li> </ul>   |  | <ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> </ul> |
| <b>Skills and Abilities</b> | <ul style="list-style-type: none"> <li>• Ability to work collaboratively with services users 1-1 and in group settings</li> <li>• Evidence of ability to provide specialist mental health assessment and risk assessment/ management and be accountable for decision making</li> <li>• Evidence of ability to manage a complex caseload without direct supervision</li> <li>• Ability to provide therapeutic interventions for this client group</li> <li>• Ability to communicate effectively and provide coherent reports and documentation according to Trust documentation standards.</li> <li>• Ability to work collaboratively with other agencies in the best interests of the service user</li> <li>• Ability to manage own emotions in the face of others distress</li> <li>• Ability to plan own workload and prioritise without direct supervision</li> </ul> | <ul style="list-style-type: none"> <li>• Ability to complete Care Act assessments and commission services</li> </ul> | <ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> </ul> |

|                                   |  |  |   |
|-----------------------------------|--|--|---|
|                                   | <ul style="list-style-type: none"> <li>• Ability to be assertive and engage in difficult conversations with clients, carers and other professionals</li> </ul>   |  |   |
| <b>Work Related Circumstances</b> | <ul style="list-style-type: none"> <li>• A keen interest in working with this client group</li> <li>• Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs</li> <li>• Willing to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies</li> <li>• Appointments to regulated and controlled activities require an enhanced DBS disclosure.</li> </ul> |  | <ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> </ul> |

Drawn up by:

Date: October 2019