**TOUCHSTONE**

**PERSON SPECIFICATION – SELECTION CRITERIA**

**COMPLEX PSYCHOSIS PRACTITIONER – REHAB & RECOVERY**

|  | ESSENTIAL CRITERIA | **METHOD OF ASSESSMENT** | DESIRABLE CRITERIA | **METHOD OF ASSESSMENT** |
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| **SKILLS** | * Mental health assessment skills including risk assessment and support planning to navigate complex care packages.
* Sound clinical skills and ability to make decisions, with professional accountability.
* Case management skills.
* Ability to provide advice, information, emotional and practical support to service users and carers.
* Expert judgement and analytical skills in all areas of clinical practice and decision making
* Excellent interpersonal skills.
* Excellent prioritisation and delegation skills
* Leadership skills and ability to provide supervision to other staff.
* Highly skilled in all aspects of clinical written and communication skills to a variety of individuals and teams.
* Prioritise own workload, including agreeing and meeting targets/priorities.
* Ability to use common IT packages e.g., databases, spreadsheets, Microsoft word and outlook.
* Ability to perform moving and handling interventions.
 | * Application
* Interview
* Test
 |  | * Application
* Interview
* Test
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| **EXPERIENCE** | * Extensive experience of working in partnership with service users with complex mental health needs, carers and other agencies.
* Experience of managing a caseload of service users, working alongside other mental health services.
* Extensive experience and skill of delivering Social Recovery clinical frame models for mental health.
* Extensive experience in carrying out complex mental health interventions.
* Experience of working with diverse populations.
* Working as part of a multi-disciplinary team
* Experience of working one to one, within the client home and or community settings and managing risk.
* Experience of developing and delivering a support programme to service users.
* Experience of risk management in a safe, holistic manner.
* Working as part of a team.
* Liaising and developing links with other agencies.
* Monitoring and evaluating systems including record keeping.
 | * Application
* Interview
* Test
 | * Lived experience of mental health
* Having experience of support people with serious mental illness and their carers
* Experience of working in a clinical environment.
* Delivering support & or training to other staff
* Supervision/Management of staff
 | * Application
* Interview
* Test
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| **KNOWLEDGE/ UNDERSTANDING** | * A high level of understanding of the national and local mental health and social care agenda.
* Knowledge of mental health issues and its effects on individuals functioning.
* Working knowledge of clinical, teaching and leadership skills
* Knowledge of completion of assessment and action planning tools
* Knowledge of psychosocial interventions.
* Knowledge of social inclusion and co-production.
* Knowledge of mental health services,
* Knowledge of community services which support mental health.
* Working with and building partnerships with statutory and voluntary sector agencies.
 | * Application
* Interview
* Test
 |  | * Application
* Interview
* Test
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| **ATTITUDES AND DISPOSITION** | * Commitment to Touchstone & LYPFT aims and values.
* Commitment to respecting diversity, anti-discriminatory/anti-oppressive practices and equal opportunities.
* Commitment to personal development, learning and reflective practice.
* Demonstrate a commitment and enthusiasm for working with our service user group.
* Commitment to the principles of coproduction and supporting others to deliver according to these principles. Able to build and maintain relationships whilst maintaining appropriate professional boundaries.
* Demonstrate a willingness to participate in shaping the future of the organisation by taking on responsibilities and projects in addition to core workload
* Demonstrate the ability to undertake work with high degree of accuracy and strong attention to detail
* Must demonstrate sensitivity to the needs of disadvantaged groups in the planning and delivery of services and interventions.
* Commitment to Touchstone/ Community Links Personal Responsibility Framework and promoting this with other people.
* Open to change in line with the needs of the service/organisation.
* A commitment to working in partnership with service users, peers and volunteers.
* Willingness to be managed and supervised.
* Willingness to work flexibly according to needs of the service.
* Ability to maintain confidences (within the policy of the organisation).
* Commitment to ensuring that the client group remains the primary focus of the Centre’s work.
* Solution focused approach to work.
* Resilience.
* Manage own time.
* Ability to use own initiative.
* To seek support from senior staff when required.
 | * Application
* Interview
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| **QUALIFICATIONS** | * The post requires the holder to be able to travel across various city-wide sites and visit service users based within the community.
 |  | * Qualification in Psychology, social care or allied professions
* Full driving licence and access to a vehicle
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| **EQUAL OPPORTUNITIES** | * Must be able to recognise discrimination in its many forms and be willing to put into practice Touchstone Equality Policies.
* Must be sensitive to the needs of disadvantaged groups in the planning and delivery of services.
* A commitment to provide high quality services to the diverse communities.
* Able to adapt to barriers in communication that Service Users may present with e.g. emotional, psychological and physical, utilising a high level of expertise in communication skills.
* To ensure the diverse needs of our service users and those who come into contact with our services are considered and supported.
 | * Application
* Interview
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