**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 |
| **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 |
| **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 |
| **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 |  |  |
| **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 |  |
| **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 |  |  |