

Post: Band 7, Team Leader, PERSON SPECIFICATION

In order to be shortlisted you must demonstrate you meet all the essential criteria and as much of the desirable as possible. When a large volume of applications are received for a vacancy and most applicants meet the essential criteria then the desirable criteria is used to produce the shortlist.

Criteria	Essential	Desirable	How assessed
Personal Traits	<ul style="list-style-type: none"> • High Level of professionalism • Caring and compassionate • Honest, respectful, reliable and demonstrates dignity to all • Enthusiastic with a positive outlook • Self motivated • Proactive and innovative • Articulate • Commitment to promoting evidence based best practice • Commitment to multidisciplinary collaboration and team working • Communicate with various members of the multi-disciplinary team • Dynamic and can adapt work pace depending on clinical need • Can create a good working rapport with the patients and can demonstrate the understanding of this • Active approach in conflict resolution • Can demonstrate self-awareness skills • Actively demonstrate reflective practice • Can demonstrate self-responsibility • Can demonstrate a keen interest in Perinatal Psychiatry 	<p>Evidence of experience in multi-disciplinary collaboration and team working</p> <p>Experience with developing links and working relationships with other directorates, 3rd sector organisations and regional services.</p>	
Qualifications and Training	<ul style="list-style-type: none"> • RMN to degree level or relevant experience. • Managerial qualification or relevant experience • Leadership qualification or relevant experience • Confident IT skills • Knowledge of psychological therapies • Clinical Supervision training • Turas training or relevant experience • eRoster training or relevant experience 	<p>Child protection training</p> <p>Psychological therapies</p> <p>Control and restraint to Breakaway</p> <p>Lone working</p> <p>Infant Mental Health Training</p> <p>Breastfeeding training</p> <p>Adult Protection training</p>	

	<ul style="list-style-type: none"> • Recruitment training or relevant experience • HR policy training or relevant experience • Clinical documentations standards training or relevant experience • People management training or relevant experience • Sickness/absence management training or relevant experience 	<p>Trak training</p> <p>Paediatric life support</p> <p>Perinatal NES modules</p> <p>NES infant mental health Module</p>	
Experience and Knowledge	<ul style="list-style-type: none"> • Evidence of post registration practice • Evidence of working at senior nurse level • Understanding of NHS policies & procedures • Knowledge of relevant national legislation and guidelines • Experience of carrying out emergency assessments Of patients and Developing appropriate management plans • An understanding and management of clinical governance • Knowledge of methods of developing clinical quality assurance and evidence based clinical practice • Understanding of Child Protection • Experience in carrying out mental health risk assessments • Knowledge of perinatal mental health disorders and treatment • Experience in assessment of clinical referrals • In depth knowledge of MHA, AWI and adult protection. • Experience in contributing to health and safety within a service • Knowledge of integration agenda and CHCP working 	<p>Experience of working Within perinatal Mental Health.</p> <p>Community based Experience</p> <p>Experienced in delivering Clinical supervision</p> <p>Experience in delivering line management supervision</p> <p>Experience in caseload management</p> <p>Experience in assessment Of mother-infant interaction</p> <p>Providing psychological Interventions</p> <p>Experience of working Closely with families</p> <p>Experience of budget Management</p>	
Skills and/or Abilities	<ul style="list-style-type: none"> • Ability to persuade and influence others • Ability to effectively prioritise a challenging workload to meet departmental and organisational deadlines • Ability to use a range of information and communication systems as effective business tools • Effective decision making skills, with the 	<p>Skilled in service development and implementation of local and national recommendations</p> <p>Understanding and knowledge of Clinical</p>	

	<p>ability to Analyse, interpret and compare a range of information.</p> <ul style="list-style-type: none"> • Ability to self-develop and active approach to PDP • Actively engage in clinical and line management supervision • Demonstrates flexibility in approach to clinical demands. • Ability to audit clinical casenotes • Ability to collate and assess patient, relative and referrers feedback and implement improvement plans • Skilled in staff development 	Quality Indicators	
--	--	--------------------	--

Key – how assessed	
A = Application form	I = Interview
C = Copies of certificates	T= Test or exercise
P = Presentation	R = References