CENTRAL AND NORTH WEST LONDON MENTAL HEALTH NHS TRUST

PERSON SPECIFICATION FOR PSYCHIATRIC LIAISON TEAM LEADER (NORTHWICK PARK)

| FACTORS | ESSENTIAL | * | DESIRABLE | | | DESIRABLE | | |
|---|---|--------------------------|---|--|--|-----------|--|--|
| EDUCATION AND QUALIFICATIONS | Registered Mental Health Nurse (RMN) with current registration, social worker or occupational therapist Educated to Degree level or above Certificate or Diploma in Management Studies or able to provide evidence of equivalent experience. Evidence of an active interest in further professional development. | A A A | Courses relevant to liaison psychiatry. RGN. Educated to Masters level in Health or a Management related subject. Qualifications or equivalent experience in any of the following - counselling, cognitive behavioural therapy, psychosocial interventions or brief solution focused therapy. Other relevant post registration experience. Audit and Research. | | | | | |
| PREVIOUS EXPERIENCE Paid/unpaid relevant to job | Experience of undertaking a mental health team management role. Experience of leadership or a management role working effectively within a multidisciplinary team. Years experience in the management of staff to include recruitment, line management, supervision and work planning. Previous experience of Liaison Psychiatry. Previous experience of budget management. Experience of practice development in relation to mental health nursing. | A/I A/I A/I A/I | | | | | | |

| | Experience of working across team boundaries. | A/I | Т |
|---------------------------------|---|-----|---|
| | _ | A/I | |
| CKILL C KNOW! EDGE | | | - |
| SKILLS, KNOWLEDGE, ABILITIES | Excellent knowledge and experience of Liaison Psychiatry and Adult Mental Health Services. | A/I | |
| | Highly developed specialist knowledge across the range of work procedures and practices | A/I | |
| | underpinned by theoretical knowledge and relevant practical experience. | A/I | |
| | Highly developed skills in influencing and being able to work skilfully within a staff group. | A/I | |
| | Ability to communicate/influence and be able to work skilfully at a high level with professionals, users and carers of the services as well as external agencies. | A/I | |
| | Excellent verbal, written and presentation skills. | A/I | |
| | Ability to use patient information systems (epex/Jade,etc) and computer software packages such as MS Word and Excel. | A/I | |
| | Ability to work with confidential information that may impact on service delivery. | | |
| | Knowledge of national and local strategic developments in mental health. | A/I | |
| | Ability to work independently and autonomously | A/I | |
| | Working knowledge of policy review, development and implementation at Trust and local level. | A/I | |
| | Experience in providing supervision, coaching and mentoring. | A/I | |
| | Ability to manage budgets and provide strategies for managing the Team budgets. | A/I | |
| | Experience of carrying out audit and research | A/I | |

| | projects. | | |
|-------------------------------------|---|-----|--|
| ATTITUDES, APTITUDES PERSONAL | To role model loyalty, honesty, integrity, professional responsibility and accountability to all those who come into contact with the post holder. | A/I | |
| CHARACTERISTICS | Ability to work empathically, sensitively and flexibly across professional and service boundaries. | A/I | |
| | Highly skilled in developing links and relationships with other service providers. | A/I | |
| | Strong commitment to working collaboratively with other senior professionals in developing a culture of multidisciplinary working. | A/I | |
| | Commitment to Equal Opportunity Policy. | A/I | |
| | Ability to take a flexible approach to work whilst | A/I | |
| | remaining focused on the key tasks. • Ability to plan, organise and prioritise a range of | A/I | |
| | work streams. | A/I | |
| | The ability to work to and meet deadlines and service priorities. | A/I | |
| | Ability to remain constant and focused in a dynamic and developing organisation. | A/I | |
| OTHER | Sickness (or attendance) record that is acceptable to the Trust: to be checked at interview. Declared medically fit by the Occupational Health Department to perform the duties of the post | A | |
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^{*}Key: Measured by A= Application Form, I=Interview, T=Test