

Person Specification

Shortlist Criteria relevant to the job	Essential Requirements necessary for safe and effective performance in the job	Additional/Useful Where available, elements that contribute to improved/ immediate performance in the job	Evidence obtained from: Presentation - P Interview - I Skills Assessment - S Application form - A
Qualifications General education/ further and professional	<ul style="list-style-type: none"> NMC or HCPC qualified practitioner working in acute Mental health services Counselling 	<ul style="list-style-type: none"> CBT qualification EMDR qualification 	Application form.
Experience (Previous/current work or any other relevant experience)	<ul style="list-style-type: none"> Significant post registration experience within varied different settings Ability to identify and assess needs of service users in relation to Mental Health and work Be able to demonstrate effective workload management skills. Knowledge of Mental Health Act 1983, Report writing 	<ul style="list-style-type: none"> Evidence based practice Community experience Short term therapeutic interventions Drug alcohol knowledge First line management experience Car owner/driver 	Application form, references
Knowledge and Awareness	<ul style="list-style-type: none"> Knowledge of occupational health Knowledge of how to manage stress, anxiety, depression 	<ul style="list-style-type: none"> Knowledge of occupational health in the NHS 	Application form, interview.
Special Skills/ Aptitudes (Verbal, numerical, mechanical)	<ul style="list-style-type: none"> Excellent communication skills-written and verbal Experience in multi-disciplinary shared care Experience in screening clients to refer to therapeutic support. Experience of gathering data and producing reports. Good interpersonal skills necessary to build rapport and positive relationships. Awareness of Health and Safety requirements. Computer skills Ability to demonstrate innovative thinking in problem resolution. Ability to work proactively in dealing with service delivery. Strives for continuous improvement in areas of personal and service development. 		Application form, interview.