

## Person Specification

<b>JOB TITLE:</b>	SENIOR PRACTITIONER	<b>POST NO:</b>	003693
<b>GRADE:</b>	PCC: Grade 13	<b>DEPARTMENT:</b>	MENTAL HEALTH
<b>HOURS</b>	37	<b>DIRECTOR:</b>	
<b>DIVISION:</b>	CPFT (S75)	<b>COMPLETED BY:</b>	

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
<b>KNOWLEDGE / UNDERSTANDING</b>	<ul style="list-style-type: none"> <li>• Extensive knowledge of Adult Social Care Law and policy.</li> <li>• Comprehensive knowledge of Care Act.</li> <li>• Comprehensive knowledge of Mental Health Act.</li> <li>• Comprehensive knowledge of Mental Capacity Act.</li> <li>• Comprehensive Knowledge of Discrimination legislation and Human Rights Act.</li> <li>• Comprehensive knowledge of social work practice and methodologies.</li> <li>• Full understanding of Adult Safeguarding and the ability to lead practice.</li> <li>• Expert knowledge of the Mental Health Act and Mental Capacity Act legislation and other relevant legislation.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of S75 Agreements.</li> <li>• Understanding of Local Authority and NHS Commissioning systems.</li> </ul>
<b>SKILLS / ABILITIES</b>	<ul style="list-style-type: none"> <li>• Excellent Social Work theory and application into practice.</li> <li>• Excellent communication skills.</li> <li>• Strong report writing skills.</li> <li>• Able to work positively with partners to deliver effective services across organisational boundaries.</li> <li>• Leadership skills with the ability to influence, negotiate and drive social care agendas.</li> <li>• Well developed people management skills with the ability to motivate and innovate social work staff.</li> <li>• Investigation skills to investigate complaints, social care practice concerns, disciplinary matters.</li> <li>• Confident use of email, word, excel (core office systems).</li> </ul>	

	<ul style="list-style-type: none"> <li>• Able to demonstrate commitment to high quality care and service provision.</li> <li>• Ability to form positive working relationships with other agencies, charities and providers.</li> </ul>	
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Minimum of 5 years post qualified and of which 3 years has been spent in a Mental Health Social Work service.</li> <li>• Experience of commissioning care packages.</li> <li>• Experience of delivering savings for Adult Social Care.</li> <li>• Proven track record in delivering improved outcomes for service users.</li> <li>• Substantial experience in integrated services and in Adult Social Care and mental health services.</li> <li>• Experience of working as an AMHP/BIA and of managing an AMHP service.</li> <li>• Successful partnership working.</li> </ul>	<ul style="list-style-type: none"> <li>• Management and delivery of projects.</li> </ul>
<b>EDUCATION / QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Professional Social work Qualification – Degree in Social Work.</li> <li>• Approved Mental Health Professional qualified and/or</li> <li>• Best Interests Assessor qualified</li> <li>• HCPC registered.</li> <li>• Evidence of Continuing Professional Development.</li> </ul>	<ul style="list-style-type: none"> <li>• Management Qualification.</li> </ul>
<b>PERSONAL CIRCUMSTANCES</b>	<ul style="list-style-type: none"> <li>•</li> </ul>	
<b>EQUALITY</b>	<ul style="list-style-type: none"> <li>• Candidates must demonstrate understanding of, acceptance and commitment to the principals underlying equal opportunities. (A &amp; I)</li> </ul>	
<b>CUSTOMER CARE</b>	<ul style="list-style-type: none"> <li>• Knowledge and understanding of effective customer care (A &amp; I)</li> </ul>	
<b>OTHER REQUIREMENTS</b>	<ul style="list-style-type: none"> <li>• Demonstrate understanding and commitment to equal opportunities.</li> <li>• Understanding of recovery focused practice and the role of social care in recovery orientated services.</li> <li>• Demonstrate understanding of the principles of personalisation and the application to mental health practice.</li> </ul>	

*[At the end of each criteria the following codes are used to indicate how the criteria will be assessed: (AI) Application / Interview, (P) Presentation, (W) Written Test.]*