

## Person Specification

<b>JOB TITLE:</b>	Lead Harmful Sexual Behaviour Worker New Post	<b>POST NO:</b>	New Post
<b>GRADE:</b>		<b>DEPARTMENT:</b>	Targeted Youth Support Service
<b>HOURS</b>	37.5		
<b>DIVISION:</b>	Adult and Communities	<b>DIRECTOR:</b>	Adrian Chapman
<b>DATE:</b>	5.12.18	<b>COMPLETED BY:</b>	Anna Jack

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
<b>QUALIFICATIONS</b>	<p>Relevant professional qualification :-</p> <ul style="list-style-type: none"> <li>• RMN, RN (Mental Health), RNLD (Learning Disability). Registered with the Nursing and Midwifery Council.</li> </ul> <p>or</p> <ul style="list-style-type: none"> <li>• Social Work Diploma/Degree. Registration with the HCPC</li> </ul> <p>Evidence of continuing professional development and it's application</p>	<p>Postgraduate diploma in family therapy, cognitive behavioural therapy or similar</p> <p>Evidence of supervision training</p>
<b>KNOWLEDGE</b>	<p>Knowledge of normal child and adolescent development</p> <p>Knowledge of risk and protective factors in relation to sexually harmful behaviour</p> <p>Knowledge of evidence based assessment and intervention models for children and young people with sexually harmful behaviour</p> <p>Knowledge of national and local safeguarding guidance</p>	<p>Up to date with research in the area of sexually harmful behaviour</p> <p>Additional Specialist Training</p> <p>Knowledge of mental health law applied to young people</p> <p>Experience of the Care Programme Approach as it applies to under-18s</p>
<b>EXPERIENCE</b>	<p>Extensive post qualifying experience offering specialist interventions to children and young people in a Social Care or CAMHS setting or equivalent</p> <p>Experience of working with children/young people or adults with sexually harmful behaviour</p> <p>Experience of delivering family interventions, as well as individual evidenced based interventions</p>	<p>Experience of adult forensic and/or youth offending services.</p> <p>Charing meeting</p>

	<p>Experience of risk assessment and risk management</p> <p>Experience of working with children/young with mental health problems</p> <p>Experience of interagency working</p> <p>Experience of supervising and offering consultation to multi disciplinary staff and partner agencies</p> <p>Experience of training</p> <p>Experience of audit and evaluation</p>	
<p><b>SKILLS &amp; ABILITIES</b></p>	<p>Excellent verbal communication skills with all members of the team, colleagues, children/young people , their relatives/carer and professionals in other agencies</p> <p>Ability to manage a complex caseload with high risk behaviours, and work closely with families/carers with multiple needs</p> <p>Ability to de-escalate emotionally charged situations when working with people with volatile behaviour</p> <p>Ability to work collaboratively and enthusiastically as a member of a multi-disciplinary team, and with professionals in partner agencies</p> <p>Ability to prioritise and co-ordinate own work</p> <p>Well developed report writing skills</p> <p>Well developed record keeping skills</p> <p>Ability to adept practice to incorporate the latest research findings or guidance. (</p>	
<p><b>PERSONAL CIRCUMSTANCES</b></p>	<p>Awareness and respect for others cultural and emotional needs</p> <p>Willingness to promote and adapt to change as the organisation develops</p> <p>Commitment to principles of clinical governance and clinical supervision</p> <p>Flexible approach to working hours and practices</p> <p>Ability to travel within the locality to meet the needs of the service</p>	

	Valid full driving licence (A & I)	
<b>EQUALITY</b>	Candidates must demonstrate understanding of, acceptance and commitment to the principals underlying equal opportunities.	
<b>CUSTOMER CARE</b>	Knowledge and understanding of effective customer care	