

# North Somerset Council

## Person Specification

<b>DIRECTORATE:</b> People and Communities	<b>SECTION:</b> Youth Offending and Prevention Service
<b>JOB TITLE:</b> Mental Health Specialist/Substance Misuse Service Team Leader	<b>GRADE:</b> JM3

ASSESSMENT CRITERIA	ESSENTIAL	DESIRABLE
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• RMN or RGN or equivalent health professional qualification e.g. clinical psychology or approved mental health qualification</li> <li>• Specialist training in child mental health e.g. diploma in counselling, family therapy, cognitive behaviour therapy.</li> </ul>	<ul style="list-style-type: none"> <li>• Accredited post-graduate qualification in child and adolescent mental health</li> </ul>
<b>WORK RELATED EXPERIENCE &amp; ASSOCIATED VOCATIONAL TRAINING</b>	<p>Considerable experience in</p> <ul style="list-style-type: none"> <li>• therapeutic mental health work with children / adolescents</li> <li>• Mental Health assessments of young people</li> <li>• Consultation, support and training to professionals and carers working with young people</li> </ul>	<ul style="list-style-type: none"> <li>• Working with children, young people and their families to meet their mental health needs.</li> <li>• Delivering cognitive behavioural brief therapy and family therapy</li> <li>• Working with serious conduct disorders</li> <li>• Experience of the Youth Justice System</li> <li>• Management/supervision of staff</li> </ul>
<b>OTHER RELEVANT EXPERIENCE</b>		
<b>SPECIALIST KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>• Significant Health and Drug knowledge</li> <li>• Knowledge of policies and procedures relevant to working with children and young people, including child protection practice and relevant legislation, eg Children Act 1989 and Crime &amp; Disorder Act 1998, Mental Health Act 1983</li> <li>• Knowledge and understanding of the effect of social and economic disadvantage on young people</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of community health services and current trends within the NHS</li> <li>• Knowledge and understanding of education and training and the Criminal Justice System.</li> <li>• Awareness/understanding of YOT and other partnerships</li> <li>• Knowledge of risk assessment and risk management.</li> </ul>

	<ul style="list-style-type: none"> <li>• In-depth knowledge of mental health, substance misuse and primary care needs in relation to young people</li> <li>• Knowledge of contemporary developments in forensic work</li> <li>• Willingness to continue professional development across the range of clinical areas.</li> </ul>	
<b>JOB RELATED SKILLS</b>	<ul style="list-style-type: none"> <li>• Written skills including report writing and case assessments/recording</li> <li>• Communications skills including presentation skills and skills required to actively engage young people and carers</li> <li>• Good team working skills</li> <li>• Ability to plan and prioritize work</li> <li>• Self-motivated, able to work under own initiative, able to operate effectively in crisis situations</li> <li>• Able to form and sustain working relationships within a multi-disciplinary setting</li> <li>• Able to access resources of agencies working with young people</li> <li>• Ability to apply anti-discriminatory practice</li> <li>• Ability to monitor and evaluate work</li> <li>• Ability to formulate care plans and packages of care</li> <li>• Excellent inter-personal skills</li> <li>• Ability to act as the health representative in a multi-disciplinary setting.</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership qualities</li> </ul>
<b>PERSONAL SKILLS</b>	<ul style="list-style-type: none"> <li>• Ability to contribute to new strategies and policy development</li> <li>• Ability to develop new systems, e.g. referral, assessment, reporting back and shared working arrangements</li> <li>• IT experience and ability to acquire skills in electronic case management and use of ASSET (risk assessment tool)</li> <li>• Ability to work with a range of</li> </ul>	<ul style="list-style-type: none"> <li>• Skills in electronic case management and use of ASSET (risk assessment tool)</li> </ul>

	organizations providing services to vulnerable young people – networking and collaborating	
<b>SPECIAL WORKING CONDITIONS</b>	<ul style="list-style-type: none"> <li>Valid driving licence and own transport</li> </ul>	
<ul style="list-style-type: none"> <li><b>OTHER</b></li> </ul>	<ul style="list-style-type: none"> <li>Satisfactory enhanced DBS disclosure certificate (relevant applications and checks will be carried out before any job offer is confirmed)</li> <li>Evidence-based approach to work</li> <li>Willingness to undertake lone working, flexible hours and at a range of venues</li> <li>Commitment to develop own learning</li> <li>Willingness to undergo training and staff development</li> <li>Awareness of own attitudes toward offending and risk taking behaviour</li> </ul>	