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Person Specification

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| Post: Mental Health Services Manager – Qualified Advocate | Location: **Rochdale, Middleton, Heywood & Bury** |  |

Note to Applicants:

The Essential Criteria are the qualifications, experience, skills or knowledge youmustshow you have to be considered for the job.

The Desirable Criteria are used to help decide between candidates who meet ALL the Essential Criteria.

The How Identified column shows how we will obtain the necessary information about you.

If the How Identified column says the Application Form next to an Essential Criteria or a Desirable Criteria, you must include in your application enough information to show how you meet these criteria. You should include examples from your paid or voluntary work.

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| Qualifications and Experience | | | | |
| **Essential Criteria** | **How Identified** | **Desirable Criteria** | | **How Identified** |
| Independent Advocacy Qualification.  Experience of providing advocacy to people with severe mental illness in a hospital or care setting.  Experience across 1-2-1 work, group work, working in the community, home visiting and lone working with minimal supervision.  Knowledge of the Mental Health Act 1983 and the Mental Capacity Act 2005.  Good understanding of empowerment and self-advocacy.  Experience of risk assessment and a commitment to maintaining a safe working environment complying with safeguarding and health & safety legislation.  Experience of working with a range of individuals, including those experiencing deprivation, substance misuse, involved in the CJS, with communication barrier.  Experience of using recovery outcome focussed models and tools (such as WEMWEBS PHQ & GAD).  Experience of developing appropriate new wellbeing services from initiation stage through to conclusion. | Application form  Application form, interview  Application form, Interview  Application, Interview  Interview  Application form, Interview  Application form, interview  Application form, interview  Application form, Interview | Clean driving license and use of own vehicle.  Knowledge of Pennine NHS Care Trust. | | Application form, Interview  Application form, Interview |
| Skills and Abilities | | | | |
| **Essential Criteria** | **How Identified** | **Desirable Criteria** | **How Identified** | |
| Ability to work autonomously to prioritise own work and meet deadlines.  Ability to network effectively and promote new and existing services appropriate to a wide range of stakeholders.  Ability to support the management of the team’s workload and provide effective line management and supervision, giving appropriate instruction and guidance.  Ability to monitor and maintain own high standards and outcomes and that of the team  Excellent ICT presentation and communication skills and ability to record and maintain information accurately and present information**.** | Application form, interview  Application form, Interview  Application form, interview  Interview  Application form, Interview |  |  | |
| Personal Qualities | | | | |
| **Essential Criteria** | **How Identified** | **Desirable Criteria** | **How Identified** | |
| A flexible approach to implementing and working with new procedures whilst maintaining a disciplined approach to established procedures.  Empathy towards people experiencing poor mental health and a supportive, empowering approach.  Excellent self-reflection skills.  Able to listen and take on board constructive feedback.  Able to hold challenging and difficult conversations.  Strong ethics and boundaries.  Able to maintain good working relationships and act as a role model. | Interview  Interview  Interview  Interview  Interview  Interview  Interview |  |  | |
| Special Working Conditions | | | | |
| **Essential Criteria** | **How Identified** | **Desirable Criteria** | **How Identified** | |
| Preparedness to work flexibly, as negotiated.  Will be required to undertake some travelling which would be reimbursed in accordance with the expenses policy  Demonstrate a commitment to equality and diversity and anti-discriminatory practise. | Application form, interview  Application form, interview  Application form, interview |  |  | |