

**TOUCHSTONE  
PERSON SPECIFICATION - SELECTION CRITERIA**

**Mental Health Practitioner**

	<b>ESSENTIAL CRITERIA</b>	<b>METHOD OF ASSESSMENT</b>	<b>DESIRABLE CRITERIA</b>	<b>METHOD OF ASSESSMENT</b>
<b>QUALIFICATION AND TRAINING</b>	<ul style="list-style-type: none"> <li>• Professional qualification in related field.</li> <li>• Evidence of maintaining skills and knowledge base in professional field through training or other opportunities.</li> <li>• The post will require the ability to travel around the district and to transport people. A full driving licence is required with D1/C1 classification.</li> </ul>	<ul style="list-style-type: none"> <li>• All – application, interview and assessment</li> </ul>	Recognised qualification in IT, e.g. ECDL	<ul style="list-style-type: none"> <li>• Application form</li> </ul>
<b>SKILLS AND EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Significant experience of undertaking direct work with young people, or vulnerable adults</li> <li>• Demonstrable assessment skills</li> <li>• Able to sensitively engage vulnerable people in effective working relationships.</li> <li>• Experience of working alongside and in partnership with other staff or agencies.</li> <li>• Evidence of ability to integrate learning into practice</li> <li>• Ability to plan and deliver effective interventions to address risk, needs and vulnerability</li> <li>• Good level of ICT (information and communications technology) skills</li> <li>• Excellent verbal and written communication skills</li> <li>• Developing good therapeutic relationships with clients</li> <li>• Maintaining and managing a high caseload required and meeting specified contacts target</li> </ul>	<ul style="list-style-type: none"> <li>• All – application, interview and assessment</li> </ul>	<ul style="list-style-type: none"> <li>• Is able to speak another language fluently, in addition to English</li> <li>• Worked in a service where agreed targets in place demonstrating outcomes</li> <li>• Ability to deliver a restorative approach to interventions.</li> </ul>	<ul style="list-style-type: none"> <li>• All – application, interview and assessment</li> </ul>

	<b>ESSENTIAL CRITERIA</b>	<b>METHOD OF ASSESSMENT</b>	<b>DESIRABLE CRITERIA</b>	<b>METHOD OF ASSESSMENT</b>
	<ul style="list-style-type: none"> <li>using self management and prioritisation</li> <li>• Using clinical supervision and personal development positively and effectively</li> <li>• Working within a team and foster good mulita-disciplinary working relationships</li> <li>• Working under pressure and autonomously</li> <li>• To be self reflective, whilst working with service users, in own personal and professional development and in supervision</li> <li>• Experience of working with clients with community languages</li> <li>• Experienced at carrying out risk assessment within scope of practice</li> </ul>			
<b>KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>• A thorough understanding of the risks and needs that people experience in the Wakefield District that are associated with adverse outcomes</li> <li>• Substantial knowledge of the services available across the Wakefield district to people and their families.</li> <li>• Substantial knowledge and understanding of Information Sharing and Confidentiality policies and guidance.</li> <li>• Knowledge and understanding of the current Health and Social Policy relevant to those in the criminal justice system</li> <li>• Demonstrates an understanding of mental health and how it might present</li> <li>• Knowledge of medication used in anxiety and depression and other common mental health problems</li> <li>• Demonstrates an understanding for the need to use evidence based interventions</li> </ul>	<ul style="list-style-type: none"> <li>• All – application, interview and assessment</li> <li>•</li> </ul>		

	<b>ESSENTIAL CRITERIA</b>	<b>METHOD OF ASSESSMENT</b>	<b>DESIRABLE CRITERIA</b>	<b>METHOD OF ASSESSMENT</b>
<b>ATTITUDES AND DISPOSITION</b>	<ul style="list-style-type: none"> <li>• Commitment to Touchstone’s aims and values.</li> <li>• Commitment to personal development, learning and reflective practice.</li> <li>• Willingness to be managed and supervised.</li> <li>• An ability to work flexibly and open to change according to needs of the service</li> <li>• High level of enthusiasm and motivation</li> <li>• Commitment to respecting diversity and anti-discriminatory/anti-oppressive practices</li> <li>• Self aware, aware of own limitations</li> <li>• Willingness to use initiative within boundaries</li> <li>• Prepared to work in a variety of locations and settings</li> <li>• Enthusiasm and resourcefulness.</li> <li>• Commitment to complying with all organizational and statutory requirements e.g. Health and Safety; Equal Treatment and Diversity; Confidentiality</li> <li>• Commitment to personal responsibility and promoting this with other people.</li> <li>• A commitment to working in partnership with service users and services.</li> <li>• Commitment to team working.</li> </ul>	<ul style="list-style-type: none"> <li>• All – application, interview and assessment</li> </ul>		
<b>EQUAL OPPORTUNIT-IES</b>	<ul style="list-style-type: none"> <li>• Must be able to recognize discrimination in its many forms and be willing to put into practice Touchstone’s Equality Policies.</li> <li>• Must demonstrate sensitivity to the needs of disadvantaged groups in the planning and delivery of services.</li> <li>• A commitment to provide high quality services to the diverse communities of the area</li> </ul>	<ul style="list-style-type: none"> <li>• All – application, interview and assessment</li> </ul>		

