

**PERSON SPECIFICATION:
Mental Health Practitioner
Integrated Community Response**



Note to applicants: The ideal post holder should meet all the essential requirements detailed below. Consideration will be given to desirable requirements if there are more than 6 candidates who meet all the essential requirements. With reference to the requirements under **item 4** where it is referenced 'application' it is sufficient to **indicate agreement** to commit to the identified professional areas.

SELECTION CRITERIA	METHOD OF ASSESSMENT	ESSENTIAL	DESIRABLE
1. Training, Qualifications & Experience			
The successful candidate will have:			
a. A relevant professional qualification in counselling, therapy, youth work, social work or 3 years' professional experience of working with young people.	✓ Application	x	
b. Experience of assessing the needs of young people from diverse backgrounds.	✓ Application ✓ Interview	x	
c. Experience of supporting young people who are distressed and need support to remain safe and to reduce risky behaviours and thoughts.	✓ Application ✓ Interview	x	
d. Experience of working with vulnerable young people with complex lives and/or with mental health difficulties.	✓ Application ✓ Interview	x	
e. Experience of working alongside young people to plan, develop and evaluate support plans, using young person-centred approaches.	✓ Application ✓ Interview	x	
f. Experience in working closely with a variety of multi-disciplinary professionals across agencies and sectors.	✓ Application ✓ Interview	x	
g. Experience of delivering training to multi-disciplinary teams.	✓ Application ✓ Interview		x
2. Knowledge and Understanding			
The successful candidate will be able to demonstrate knowledge and understanding of:			
a. Understanding the needs of young people including an awareness of issues of diversity and the social and cultural context of their lives.	✓ Application ✓ Interview	x	
b. Knowledge of the broad issues surrounding emotional wellbeing / mental health services for young people.	✓ Application ✓ Interview	x	
c. Proficient ICT skills including use of Microsoft Office applications.	✓ Application	x	
d. A working understanding of risk management including safeguarding, confidentiality and data protection.	✓ Application ✓ Interview	x	
3. Skills & Abilities			
The successful candidate will be able to:			
a. Engage young people individually and in groups using creative and young person centred methods, models and processes.	✓ Application ✓ Interview	x	
b. Liaise with and develop key relationships with partners and colleagues.	✓ Application ✓ Interview	x	

c. Work in a way that engages and demonstrates consistent commitment to issues of equality and diversity.	✓ Application ✓ Interview	x	
d. Communicate positively, effectively and sensitively in person and in writing with a variety of audiences.	✓ Application ✓ Interview	x	
e. Plan, organise and prioritise own workload and manage time effectively.	✓ Application ✓ Interview.	x	
4. Professional Commitment			
The successful candidate should be able to demonstrate commitment to:			
a. Ensuring that issue of equality and a respect for diversity is reflected in all aspects of work.	✓ Application	x	
b. Work at locations across Salford and Manchester and be prepared to work some evenings, weekends and anti-social hours.	✓ Application	x	
c. Continued professional development through undertaking training and participating in other learning opportunities.	✓ Application	x	
d. Recognition of the need to be accountable for work through supervision, performance management and other relevant processes.	✓ Application	x	
e. Work as part of a team, contributing to 42 nd Street's effectiveness, quality of services, skills and expertise across the pilot.	✓ Application	x	