

JOB DESCRIPTION
(To be read in conjunction with Person Specification)

Senior Early Intervention in Psychosis Practitioner

LOCATION:	Aspire – Early Intervention in Psychosis Service, Leeds
SALARY:	Agenda for Change Band 6
ACCOUNTABLE TO:	Service Manager
RESPONSIBLE FOR:	Junior team members
ORGANISATIONAL EXPECTATIONS:	
<p>Community Links aims to provide a high-quality customer service adhering to the principles of best practice, promoting equal opportunities and working positively with diversity. Community Links is an ambitious, forward thinking organisation and you must be committed to developing and enhancing the services we provide.</p> <p>The organisation expects all its employees to carry out their duties in a professional manner with a client focus, ensuring that respect and courtesy is shown to them, colleagues, other service providers and all those in contact with the organisation. You are expected to uphold the values and ethos of Community Links at all times.</p>	
OUTLINE OF POST:	
<p>To work as a member of a multi-disciplinary community based team, providing an effective, flexible, supportive and responsive service to people who are experiencing the initial stages of psychosis.</p> <p>This will be done by carrying out a range of interventions and duties under the direction and supervision of the Service Manager and Team Leaders. As a Senior Early Intervention in Psychosis Practitioner within a ‘Team Approach’ model you will be responsible for case management of a complex client caseload adhering to Care Programme Approach and aspire case management procedures. Also you will act as a representative of ‘aspire’ and an effective link to other organisations and networks in Leeds and elsewhere. In conjunction with other RMNs in the service you will be responsible for administering depot medication to those clients on caseload who have been prescribed this.</p> <p>To provide formal supervision, support and guidance to junior staff members and contribute to education including assessment and supervision of students on placement.</p>	
MAIN TASKS:	
1.	To be the responsible care co-ordinator for a caseload of individuals with first episode psychosis and their families, in accordance with the Care Programme Approach Policy and aspire case management procedures.
2.	To work assertively and in partnership with members of the multi-disciplinary team e.g. medical staff, psychologist, family therapist, employment specialist.

3.	To ensure effective communication within a 'Team Approach' model to support effective planning, implementation and evaluation of care.
4.	To have a working knowledge of current principles, evidence based practice and service provision within Early Interventions in Psychosis.
5.	Contribute to teaching and training of other professionals internally and externally regards current best practice for EIP.
6.	To undertake initial assessments with people referred to the service to identify first episode psychosis. To assess for, plan, implement and evaluate care and support for our clients, making use of validated assessment tools and outcome measures.
7.	Demonstrate a scope of practice and experience of delivering NICE recommended interventions specific to clients with FEP.
8.	Knowledge and experience of contributing to outcome data. Assist with data collection and daily completion of statistical information.
9.	Providing clinical supervision and annual performance reviews for junior members of the team. Maintain supervision records as required.
10.	Assist and act as a mentor for new workers in their induction and act as workplace supervisor for students and volunteer placements.
11.	Participate in and where appropriate take a lead in meetings. Attend relevant external meetings as advised by the service manager.
12.	To assess levels of clinical risk, initiate and review risk management plans.
13.	To work within the requirements of the Mental Health Act for service users where this is applicable. Prepare social circumstances reports and documents/reports for mental health tribunals.
14.	To provide practical support and help to service users and carers in developing meaningful social support networks.
15.	To work alongside families/carers in providing information and supporting them emotionally and practically.
16.	To support service users with all aspects of recovery including developing meaningful support networks, gaining work, education and training opportunities.
17.	Work to promote community awareness of psychosis and reduce stigma within a range of arenas including primary care settings, educational establishments, youth services, voluntary and statutory services.
18.	Promote service user and carer involvement in all aspects of the service.
19.	To ensure that client records and other information systems are completed accurately and within agreed timescales.

20.	To ensure that the safeguarding of all adults and children is paramount and in line with policy and procedure.
21.	To adhere to organisational policies and procedures relating to risk and personal safety.
22.	To contribute to the achievement of annually set individual and team targets.
23.	To participate in regular supervision.
24.	To represent Community Links in a knowledgeable and professional manner at all times.
25.	To maintain appropriate professional boundaries at all times.
26.	To identify own training and development needs in conjunction with your line manager and participate in training opportunities as directed.
27.	To partake in Community Links Personal Development Review system.
28.	Any other duties commensurate with the grade and level of responsibility of this post.
	Please note this job description is intended to provide a guide to the general duties and responsibilities of the role the post holder is expected to adopt a flexible approach to the tasks. It should not be regarded as a contractual document. It will be reviewed regularly and may be varied at the discretion of Community Links.

PERSON SPECIFICATION

aspire

Senior Early Intervention in Psychosis Practitioner

The person specification should be read in with the job description. It is used at the short listing and interview stage to decide how suitable each candidate is to take on the role. Community Links does not necessarily expect that each candidate will fulfil all the criteria listed in the Desirable column but any 'gaps' could form areas for development in the future.

Approach	Essential {insert ✓ where appropriate}	Desirable {insert ✓ where appropriate}	Identified by: A = application I = interview E = exercise
Demonstrate a commitment and enthusiasm for working with our client group	✓		A, I
Demonstrate understanding and commitment to equal opportunities and diversity	✓		A, I
Demonstrate a commitment to enabling and empowering clients to become actively involved in Community Links	✓		A, I
Able to build and maintain relationships whilst maintaining appropriate professional boundaries	✓		A, I
Demonstrate a willingness to participate in shaping the future of the organisation by taking on responsibilities and projects in addition to core workload	✓		I
Positive attitude towards training and Continuous Professional Development	✓		A, I
Knowledge & Skills	Essential	Desirable	
Good verbal, written and numeracy skills sufficient to be able to make accurate written records and to convey complex information	✓		A, I
Good technical literacy of Microsoft Applications e.g. Word, Excel, and Access etc.	✓		A, I
Attention to detail in relation to data collection and able to interpret results and disseminate to the team	✓		A, I
Good interpersonal skills including listening and displaying empathy	✓		A, I, E

Creative, flexible and imaginative approach to working with people with mental health problems	✓		A, I, E
Have an understanding of the changes taking place within early intervention and being able to support the team to implement changes in practice and service delivery	✓		A, I, E
Able to work collaboratively and positively with clients, carers, other service providers and stakeholders; using open and honest communication	✓		A, I, E
Able to work as part of a team but also use own initiative within parameters of responsibility	✓		A, I, E
Able to use skills in assertive engagement	✓		A, I
Possess good skills in relation to mental health assessment	✓		A, I, E
A sound understanding of clinical risk assessment and management, including therapeutic risk taking	✓		A, I, E
Have access to a car for work purposes and hold a full current UK driving licence	✓		A
Able to offer leadership to their team, demonstrate skills in supervising staff and motivating individuals	✓		A, I, E
Language skills e.g. Urdu, Polish, BSL, etc.		✓	A
Demonstrate skills in dual diagnosis and substance use work		✓	A, I
Experience	Essential	Desirable	
Possess a relevant professional qualification to degree or post-graduate level (i.e. OT, Social Work, RMN) and/or equivalent significant experience in mental health	✓		A, I, E
Experience of delivering supervision to junior team members and/or students and supporting and addressing staff development and performance	✓		A, I, E
Experience of working as part of an MDT in a mental health setting	✓		A, I
Experience of managing a case load and using the CPA and Mental Health Act frameworks	✓		A, I
Experience of working within a CQC regulated service	✓		A, I

Experience of mental health either as service user, carer, worker or volunteer	✓		A, I
Experience of working in an early intervention service; the principles and model of early intervention		✓	A, I
Experience in delivering evidence based interventions relevant to first episode psychosis		✓	A, I