

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

aspire

POST:	Senior ARMS (At-Risk Mental State) Practitioner
SALARY:	AfC Band 6
ACCOUNTABLE TO:	Psychological Therapies Lead
RESPONSIBLE FOR:	Students, Junior staff
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 be a key part of the multidisciplinary team in developing the ARMS pathway and early intervention ethos within aspire and other services/communities in Leeds, being innovative and attending to best practice. This would include: providing direct input to individuals and families/social networks; contributing to meetings, service development plans and teaching/training; liaising and working with the wider aspire MDT; and proactively engaging communities in enabling the early identification of people who may be at risk of experiencing voices, visions, extreme suspiciousness and other severe mental health difficulties to a degree that would meet the criteria for 'psychosis'.</p> <p>The postholder would be expected to integrate and work with the multidisciplinary team to assess people and determine their suitability for the ARMS pathway. They would also be expected to provide an effective, flexible, supportive and responsive service to people on the ARMS pathway, meeting their ongoing needs through a team approach that will involve care coordination of complex clients and adhering to the Care Programme Approach and aspire's policies and procedures. The postholder will also be expected to engage in other therapeutic activities, such as the development of groups and social recovery-orientated activities, in addition to assessing and working with risk issues.</p>	



MAIN TASKS:	
1.	Have a working knowledge of current principles, evidence-based practice and service provision within the context of an ARMS service and the broader Early Intervention in 'Psychosis' field.
2.	Work assertively and in partnership with members of the ARMS and wider aspire multi-disciplinary team e.g. psychologist, cognitive-behavioural therapist, medical staff, care coordinators and potentially the social recovery team, and ensure effective communication within a 'Team Approach' model to support effective planning, implementation and evaluation of care.
3.	To work jointly with other team members in the provision of individual, family/social network-focused and group-based programmes
4.	To participate in multidisciplinary meetings, providing professional advice on triaging, assessing, individual care programme planning and other clinical matters in collaboration with members of the MDT and other relevant professionals, as necessary.
5.	To undertake initial assessments with people referred to the service to identify people with an 'at risk mental state' and formulate their presenting issues, making use of validated assessment tools and outcome measures (e.g. CAARMS; Comprehensive Assessment of At-Risk Mental State), and signposting to alternative services where appropriate.
6.	To assess levels of clinical risk, and proactively initiate and review risk management plans, offering a range of evidence-based interventions where appropriate to empower the service user and potentially their family/social network to reduce and manage risk behaviours as far as possible.
7.	To be the responsible recovery-orientated care co-ordinator for a caseload of individuals on the At Risk Mental State (ARMS) pathway and their families/social networks, in accordance with the Care Programme Approach Policy and aspire case management procedures.
8.	To develop positive, enabling and collaborative relationships with clients and families/people in a caring role, who may at times be in situations of heightened emotional distress, and working in ways which are sensitive to and appropriate for the needs of different ages and individuals/families from a wide range of racial, cultural and religious backgrounds.
9.	To enable and empower the people accessing the ARMS pathway to get their basic needs met (e.g. housing, income) and develop a meaningful life that will minimise the need for future service input and the escalation of difficulties in the future, such as developing meaningful support networks and occupation/activity, education and training opportunities.



10.	Take a proactive approach to working with communities, especially those known to be at risk of accessing services with 'psychosis'. Lead in areas of service development to improve the identification of potential referrals to the service, considering current and historical barriers to accessing services, and contributing to improved access and acceptability of the service to different communities. This could happen in different arenas, including community drop-ins, faith organisations, primary care settings, educational establishments, youth services, voluntary and statutory services.
11.	Aim to reduce stigma and discrimination in communities/society around the experiences that get labelled 'psychosis' by actively engaging communities and facilitating a two-way exchange of information around ideas and responses to severe forms of distress.
12.	To participate in the development and implementation of relevant policies and procedures to ensure a high quality, well governed service, and to participate in the collection of outcome data, daily completion of statistical information, audit and service evaluation to evaluate its effectiveness.
13.	Promote service user and carer involvement in all aspects of the service.
14.	To provide the wider aspire MDT and other organisations with consultation, teaching and training, which supports them in understanding the ARMS pathway and assessing those who might be suitable for the ARMS pathway.
15.	Providing clinical supervision and annual performance reviews for junior members of the ARMS team, depending on the set-up of the service and as agreed with the service lead. Maintain supervision records as required.
16.	Assist and act as a mentor for new workers in their induction and act as workplace supervisor for students and volunteer placements.
17.	Participate in regular supervision, team meetings and other meetings as required, including where appropriate take a lead in meetings.
18.	To ensure that client records and other information systems are kept to a high standard, in accordance with organisational standards (as appropriate to the role) and within agreed timescales.
19.	To engage in professional development within professional guidelines that ensures that Continuing Professional Development requirements are met and that professional registration requirements are maintained.
20.	To comply with the Professional Codes of Conduct and to be aware of changes in these, including maintaining appropriate professional boundaries at all times.
21.	Adhere to and keep up-to-date with relevant policies, guidelines, legislation, procedures and practices, including those relating to Equal Opportunities, Health



	and Safety Confidentiality of Information and the Mental Health Act.
22.	To ensure that the safeguarding of all adults and children is paramount and in line with policy and procedure.
23.	Identify own training and development needs in conjunction with your line manager and participate in training opportunities as directed.
24.	Partake in Community Links' annual Personal Development Review system.
25.	Contribute to the achievement of annually set individual and team targets.
26.	Represent Community Links in a knowledgeable and professional manner at all times.
27.	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.

Review

All job descriptions are intended to be flexible and will be reviewed from time to time. Post holders are expected to be flexible and must be prepared to carry out similar or related tasks, which do not fall within the duties previously outlined, and which can be seen as reasonable in view of the post's specification. The job description should be reviewed and amended in consultation with the post holder.



PERSON SPECIFICATION

Senior ARMS (At Risk Mental State) Practitioner aspire

The person specification should be read in conjunction with the job description. It is used at the short listing and interview stages 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 form 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	
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
A good understanding of the principles of Early Intervention, including At Risk Mental State pathways, and being able to support the ARMS and wider aspire team to implement changes in practice and service delivery	✓		I

Ability to work as part of a team and use own initiative and autonomy within parameters of responsibility	✓		A, I, E
Ability to work collaboratively with colleagues from a range of professional backgrounds and theoretical perspectives.	✓		I
Good interpersonal skills including listening and displaying empathy	✓		A, I, E
Able to work collaboratively and positively with clients, family/social networks, other service providers and stakeholders, using open and honest communication	✓		A, I, E
Ability to understand, relate and respond positively, flexibly and imaginatively to the needs of the client group.	✓		A, I, E
Possess good skills in relation to mental health assessment.	✓		A
Sound understanding of clinical risk assessment and management, including therapeutic risk taking	✓		A, I, E
Able to offer leadership to the team, demonstrate skills in supervising staff and motivating individuals	✓		A, I, E
Ability to identify and employ mechanisms of clinical governance, including regular supervision, to support and maintain clinical practice.	✓		I
Good verbal, written and numeracy skills sufficient to be able to make accurate written records and to convey complex information	✓		A, I, E
Good technical literacy of Microsoft Applications e.g. Word, Excel, PowerPoint, Outlook and Access	✓		A
Have access to a car for work purposes and hold a full current UK driving licence	✓		A
Knowledge of legislation in relation to the client group and mental health.		✓	A
Language skills e.g. Urdu, Polish, BSL, etc		✓	A
Experience	Essential	Desirable	
Experience of working as a part of an MDT in a mental health setting	✓		A, I
Experience of managing a caseload	✓		A

using CPA and Mental Health Act frameworks			
Experience of delivering supervision to junior team members and/or students and supporting and addressing staff development and performance		✓	A, I, E
Experience of mental health either as a service user, carer, worker or volunteer	✓		A, I
Experience of working in an ARMS/Early Intervention service and/or applying the principles and model of early intervention		✓	A, I
Experience in delivering evidence-based interventions relevant to people on an ARMS or First Episode pathway		✓	A, I
Experience of working with adolescents and/or working/liasing with the Child & Adolescent Mental Health Service (CAMHS)		✓	A, I
Experience of working within a CQC regulated service		✓	A, I

