

PERSON SPECIFICATION

Job title: Community Manager – Individual Placement and Support (IPS) Services

Job code: **GHC 1964**

Band: 7

Location: Pullman Place, Gloucester, GL1 3N

Accountable to: Operational Manager/Deputy Service Director

QUALIFICATIONS	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Accredited post registration training/qualification (equivalent to Masters level) relevant to people with mental health difficulties	E	Application
Relevant professional Qualification; Nursing, Social Work, Occupational Therapy	D	Application
Management Qualification	D	Application
Masters Degree	D	Application
Coaching and Mentoring qualification at level 5 or above	D	Application

LENGTH AND / OR NATURE OF EXPERIENCE	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Experience of working with service users with complex care needs requiring higher levels of expertise	E	Application/interview
Leadership/management experience in a health or social care setting	E	Application/interview
Significant experience of working with individuals with severe and enduring mental health difficulties	E	Application/interview
Significant experience of recruitment/employment/retention and supporting individuals with mental health difficulties to find/sustain work	D	Application/interview
Trained in IPS model and IPS Supervisors Course	D	Application/interview
Experience of service development, change management and service expansion	E	Application/interview
Experience of audit, research and the application of evidence-based practice	E	Application/interview
Experience of budget management and meeting service targets and KPIs	E	Application/interview

PROFESSIONAL / MANAGERIAL / SPECIALIST KNOWLEDGE	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Knowledge of relevant legislation and best practice in relation to employment and mental health	E	Application/interview
Knowledge of HR processes, equality and diversity and performance management	E	Application/interview
Knowledge of change management models and effective leadership	E	Application/interview
Understanding of commissioning/contract management	E	Application/interview
Understanding of spreadsheets, complex data and business intelligence	E	Application/interview
Up to date clinical knowledge including risk assessment, dual diagnosis and complex health and social care needs	E	Application/interview
Awareness and understanding of contemporary development in mental health care including the Recovery Model	E	Application/interview
Broad understanding of national vocational policies and local implementation.	D	Application/interview
An understanding of disability and special needs issues in relation to employment	D	Application/interview
A good understanding of the principles and practice of supported employment including vocational assessment and profiling skills	D	Application/interview
Knowledge of Individual Placement and Support in employment	D	Application/interview

PERSONAL SKILLS ABILITIES AND ATTRIBUTES	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Ability to undertake all statutory and mandatory training including Breakaway (subject to Occupational Health clearance)	E	Application/interview
Excellent skills in relation to the clinical management of service users	E	Application/interview
Ability to participate in service development processes at a strategic level	E	Application/interview
Can demonstrate ability to develop and deliver creative approaches to service provision	E	Application/interview
The ability to be self-motivated and work independently in managing own workload and commitments to achieve results	E	Application/interview

The ability to make informed decisions that are evidenced based and devise care plans that	E	Application/interview
Articulate with excellent verbal and written communication skills	E	Application/interview
Financially aware and numerate	E	Application/interview
A proven ability to work with colleagues from other professions and agencies in a collaborative manner	E	Application/interview
Proven ability to communicate with people when there may be barriers to understanding/engagement, such as language barriers, disability, cultural differences, trauma or distress	E	Application/interview
Ability to communicate effectively with a range of statutory, and non-statutory organisations	E	Application/interview
Can demonstrate a high level of perseverance, being committed to seeing plans through to their conclusion with agreed timescales	E	Application/interview
Able to work within a team philosophy and keep within the Individual Placement and Support model	E	Application/interview
A passionate advocate for person-centred and empowering support for people with mental health disabilities	E	Application/interview
Positive and enthusiastic and able to lead and inspire teams	E	Interview
Commitment to equality, diversity and inclusion	E	Application/interview
The ability to influence and negotiate in situations that require sensitivity	E	Application/interview

OTHER REQUIREMENTS	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
The ability to travel around the country sometimes at short notice, independently and efficiently	E	Application form and interview.