

Person Specification

Job Title: Psychological Wellbeing and Mental Health Team Manager

Attributes	Essential	Desirable
QUALIFICATIONS	<ul style="list-style-type: none"> • Qualification in a core graduate or post-graduate mental health or psychological profession: Registered Mental Health Nurse, Occupational Therapist, Clinical/Counselling Psychologist, or Post-Graduate Diploma in CBT • Educated to Masters level (or working towards) or equivalent • BACP registered • Evidence of recent CPD • Qualified in Trauma Focussed Therapy • Management qualifications 	<ul style="list-style-type: none"> • Clinical Supervision qualification • Teaching qualification
KNOWLEDGE	<ul style="list-style-type: none"> • Knowledge of statistics, research, information analysis and research techniques • Broad knowledge of employee health and wellbeing programmes whilst being able to provide specialist advice regarding psychological wellbeing and mental health • Awareness of health risk assessment methods and clinical audit • Knowledge of current employee health and wellbeing issues • Broad understanding of Occupational Health / Employee Health and Wellbeing issues • Knowledge of patient centred health promotion programmes, ability to link with such programmes and integrate within employee health programmes 	<ul style="list-style-type: none"> • Broad knowledge of health promotion within a primary care setting

TRAINING AND EXPERIENCE	<ul style="list-style-type: none"> • Experience of developing and delivering strategic psychological wellbeing initiatives and programmes • Experienced in research activity • Experience in audit • Experience in report writing • Ability to demonstrate key business benefits in relation to service delivery • Experienced in Policy development • Experience in team management • NHS and Occupational Health experience • Experience of working in challenging environments when dealing with a range of clients and stakeholders • Experience of team working and collaboration • Experience of managing a budget 	<ul style="list-style-type: none"> • Experience in teaching and training • Experience in stakeholder consultancy
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • Ability to engage and influence key internal and external stakeholders • Analyse and interpret complex data/statistics/research results • Strong organisational skills • Self-motivated and able to manage own workloads, whilst managing a team • Ability to work autonomously and within professional standards • Ability to lead and support projects, whilst able to prioritise completing business as usual tasks • High level ability to communicate effectively at both written and orally. • Ability to deal with clinically sensitive data whilst maintaining client confidentiality • Ability to work on own initiative unsupervised and independently whilst working as part of a wider multi-disciplinary team • Ability to perform efficiently and effectively whilst under pressure • Ability to undertake audit • Strong IT skills e.g. Microsoft packages, Excel, Word, PowerPoint 	<ul style="list-style-type: none"> • Experience of teaching and mentoring • Experience of using OH IT systems

ATTRIBUTES	<ul style="list-style-type: none"> • Commitment to achieving personal, departmental, and organisational objectives • Innovative and creative when looking for solutions • Persistent and resourceful • Team player • Able to adapt approach to meet needs of audience 	
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MFT Values and Behaviours Framework 'Together Care Matters'

This below table outlines the types of behaviours you'd be expected to exhibit if you were living our Values and Behaviours effectively within your role.

Value	Behaviours we want - Examples of this Value in practice
Working Together	<ul style="list-style-type: none"> • I listen and value others views and opinions • We work together to overcome difficulties • I effectively communicate and share information with the team • I do everything I can to offer my colleagues the support they need
Dignity and Care	<ul style="list-style-type: none"> • I treat others the way they would like to be treated – putting myself in their shoes • I show empathy by understanding the emotions, feeling and views of others • I demonstrate a genuine interest in my patients and the care they receive • I am polite, helpful, caring and kind
Everyone Matters	<ul style="list-style-type: none"> • I listen and respect the views and opinions of others • I recognise that different people need different support and I accommodate their needs • I treat everyone fairly • I encourage everyone to share ideas and suggestions for improvements

Open and Honest

- I admit when I have made a mistake, and learn from these
- I feel I can speak out if standards are not being maintained or patient safety is compromised
- I deal with people in a professional and honest manner
- I share with colleagues and patients how decisions were made