

Recruitment person specification

Post being recruited for: TEAM LEADER MENTAL HEALTH OFFICER SERVICES

Our Behaviours

These apply to all posts

Respect

Integrity

Flexibility

Managers

1. Specify what the essential requirements are for your vacancy under each category. All candidates that have disclosed a disability must be interviewed if they meet the essential requirements.
2. Specify what the desirable requirements are for your vacancy under each category. Desirable criteria can be used to shortlist candidates if you have a high volume of applicants. However, you cannot use desirable criteria when shortlisting any candidates that have disclosed a disability.

Person specification

Category	Essential	Desirable (not every post needs desirable requirements)
Experience	<i>Previous experience of managing health and social care service</i> <i>Extensive experience of mental health services</i>	
Knowledge, skills and understanding	<i>In-depth understanding of operational issues and problem resolution</i> <i>In-depth knowledge and understanding of legislative requirements and statutory roles in relation to MHO and assessment and care management functions</i>	<i>Knowledge of public sector policy and professional guidelines</i>

Qualifications and training	<i>Degree in Social work or equivalent</i> <i>A Mental Health Officer post-qualifying award</i> <i>Registered with the Scottish Social Services Council</i> <i>Evidence of continuous and recent professional development</i>	
Job specific requirements	<i>Provide leadership, professional support, and supervision to Mental Health Officers in all areas</i> <i>Provide oversight of the MHO daytime duty rota, ensuring sufficient MHO capacity to fulfil statutory duties</i> <i>Lead the team in order to meet need, manage risk and operate in ways that are consistent with statutory duties and council policies and procedures</i> <i>Ability to make complex, contentious decisions and communicate them effectively and sensitively, managing any conflict that may arise</i>	