

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

**Aspire**

<b>POST:</b>	Early Intervention in Psychosis Practitioner – Registered Mental Health Nurse (RMN)
<b>SALARY:</b>	Agenda for Change Band 5
<b>ACCOUNTABLE TO:</b>	Clinical Team Leader
<b>RESPONSIBLE FOR</b>	N/A
<b>ORGANISATIONAL EXPECTATIONS:</b>	
<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>	
<b>OUTLINE OF POST:</b>	
<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 involves carrying out a range of interventions and duties under the direction and supervision of the Service Manager and Team Leaders.</p> <p>As an Early Intervention in Psychosis Practitioner within a 'Team Approach' model you will be responsible for providing support to a complex client caseload within the Care Programme Approach framework. You will act as a representative of 'aspire' and an effective link to other organisations and networks in Leeds and elsewhere. You will provide support and guidance to junior staff members and a range of students on placement.</p>	
<b>MAIN TASKS:</b>	

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, psychologists, family therapist, employment specialists and support time recovery workers.
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.	To undertake initial assessments with young people to identify first episode psychosis. To assess for, plan, implement and evaluate care and support for young people, making use of validated assessment tools and outcome measures.
6.	To assess levels of clinical risk, initiate and review risk management plans
7.	To work within the requirements of the Mental Health Act for service users where this is applicable.
8.	To provide practical support and help to service users and carers in developing meaningful social support networks
9.	To work alongside families/carers in providing information and supporting them emotionally and practically.
10.	To support service users with gaining work, education and training opportunities.
11.	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.
12.	Promote service user and carer involvement in all aspects of the service
13.	To ensure that client records and other information systems are completed accurately and within agreed timescales.
14.	To ensure that support undertaken is meaningful, respectful, promotes self-determination and is in line with the individual care plan.
15.	Administration and management of depot medication
16.	To adhere to organisational policies and procedures relating to risk and personal safety.

17.	Keep up-to-date with policies, guidelines, procedures and practices.
18.	To contribute to the achievement of annually set individual and team targets.
19.	To participate in regular supervision.
20.	Participate in team meetings and other meetings as required.
21.	To represent Community Links in a knowledgeable and professional manner at all times.
22.	To maintain appropriate professional boundaries at all times.
23.	To identify own training and development needs in conjunction with your line manager and participate in training opportunities as directed.
24.	To partake in Community Links Personal Development Review system.
25.	Any other duties commensurate with the grade and level of responsibility of this post.
	<b>Please note</b> this job description is intended to provide a guide to the general duties and responsibilities of the role, however 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 Early Intervention in Psychosis Practitioner Registered Mental Health Nurse (RMN)

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.

<b>Approach</b>	<b>Essential</b> {insert ✓ where appropriate}	<b>Desirable</b> {insert ✓ where appropriate}	<b>Identified by:</b> A = application form I = interview E – exercise
Demonstrate understanding and commitment to equal opportunities and diversity	✓		A, I
Demonstrate a commitment and enthusiasm for working with our service user group	✓		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
Demonstrate the ability to undertake work with high degree of accuracy and strong attention to detail	✓		A, I, E
Positive attitude towards training and Continuous Professional Development	✓		A, I
Demonstrate a willingness to support students on placement.	✓		A, I
<b>Knowledge &amp; Skills</b>	<b>Essential</b>	<b>Desirable</b>	
Good verbal, written and numeracy skills sufficient to be able to make accurate written records	✓		A, I
Good technical literacy of Microsoft Applications e.g. Word, Excel, and Access etc.	✓		A, I
Good interpersonal skills including listening and display empathy	✓		A, I, E

Creative, flexible and imaginative approach to working with people with mental health problems	✓		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 engage people assertively	✓		A, I
Possess good skills in relation to mental health assessment	✓		A, I, E
Able to assess and manage risk within a positive risk taking environment	✓		A, I, E
Knowledge of the use of the MHA in relation to the client group and responsibilities of the care co-ordinator within this	✓		A, I
Have access to a car for work purposes and hold a full current UK driving licence	✓		A
Experience of engaging clients in a community setting.		✓	
Demonstrate skills in dual diagnosis and substance use work		✓	A, I
Language skills e.g. Urdu, Polish, BSL, etc		✓	A
<b>Experience</b>	<b>Essential</b>	<b>Desirable</b>	
Qualified RMN, or qualification pending	✓		A
Experience of working with service users facing difficulties with their mental health	✓		A, I
Experience of working as part of a team/MDT in a mental health setting.	✓		A, I
Experience of working with the Child and Adolescent Mental Health Service (CAMHS)		✓	
Experience of working in an early intervention service; the principles and model of early intervention		✓	A, I
Experience of managing a case load.		✓	A, I

Experience of working within the CPA framework.		✓	
Experience in delivering evidence-based interventions relevant to first episode psychosis		✓	A, I
Experience of mentoring students and possession of mentorship qualification		✓	A, I