



## Job Profile

Job Title	Mental Health Practice Lead
Reports to (job title)	Registered Manager/ Clinical Team
Job Reference No.	HOMEJD634

### The job in a nutshell...

As a Registered Professional you will be an inspiring, compassionate, experienced, knowledgeable leader who understands that clinical interventions work hand in hand with daily care and support. You will lead practice development within the service, coaching and mentoring colleagues to manage and work with customers. You will work to embed core competencies, give oversight and clinical or professional supervision as a point of contact for individual support for the service managers in our new and exciting services.

You will support the organisations in-house clinical team with the implementation and development of all performance indicators, essential standards and quality outcomes. As well as keeping abreast of relevant news from regulators, legislators and updates from the wider health and social care sector and ensure these are effectively and appropriately communicated with colleagues.

Being an experienced mental health professional, you will develop and where appropriate deliver training and coaching to enhance knowledge and skills of the operational teams in addition to promoting regular, honest and supportive feedback.

As a Home group colleague, you will embody our values of being commercial, energised, accountable and caring, working in line with our brilliant behaviours, and work within our legislative and clinical governance policies and procedures.

### What success will look like...

Your service is meeting targets and surpassing delivery expectations:

- Your leadership has inspired and guided a team of brilliant performers
- Expert advice, support and insight are provided which enable colleagues to deliver brilliant support practice using a strength based, psychologically informed and person centered approach
- Customers are living independently and feeling enabled
- You will feel fulfilled and passionate about your role
- Continuous learning and exploration are happening within service
- You will be able to evidence improvements in clinical outcomes for our customers, at both a service and individual level
- Colleagues are living the home group values

## You'll already have these **brilliant** skills, qualifications and knowledge...

Excellent communication skills; ability to assess, review and give constructive feedback about clinical skills and competencies of colleagues and embed clinical practise locally using policies guidelines and procedures. You will need to be able to prepare and present accurate reports and adopt a robust high standard of record keeping.

Ability to build trusting working relationships; you will need to communicate with colleagues to promote and practice a culture of compassion, empathy, kindness, respect and dignity. You will also need to demonstrate excellent interpersonal skills when managing conflict and resolution.

Complaint Management and resolution; your role will require you to contribute to the management of complaints and serious incidents including any subsequent investigations.

Risk: You will be able to upskill colleagues so they have the ability to assess and put into place, robust plans to mitigate identified risk. You are expected to adhere to all record keeping standards, escalating any concerns to the central clinical lead where appropriate.

Customer Care; our customers are at the for front of what we do sit it is essential to maintain high standards of clinical care and contribute to achieving the Care Quality Commission Essential Standards. You will need to advocate a philosophy of care which is person centered, maintaining dignity and independence while ensuring care is consistently right for that person at that time. Clinical practice should be outcomes focused and of the highest professional standards.

Future planning; working within a new service you will assist in establishing systems that promote regular family. carer contact to encourage collaborative decision making. You will also challenge current practices and ways of working to ensure there is a continuous improvement culture. This will promote practice and shared decision making within the service and promote service improvement and development.

### Training and Experience:

- Hold a professional Mental Health qualification as a Mental Health Nurse, Occupational Therapist or Social worker
- Be Registered with the appropriate professional body
- Demonstrate post registration experience
- Demonstrate commitment to continued professional development
- Demonstrate experience in managing, co-ordinating, delivering and evaluating training to colleagues on a group and individual basis
- Experience of coaching and mentoring colleagues
- Clinical or professional supervision
- Plan and manage your own workload and remain flexible and adaptable under pressure

## We'd also love you to have, or be **brilliant** at... (but don't worry if not)

There are a few things we would also like you to be able to demonstrate you have the knowledge of;

- Care co-ordination
- Safeguarding
- Therapy based training
- Psychologically informed approach
- Experience of developing and running a new service
- Change management
- Experience in relapse prevention, early warning signs, trauma work or dual diagnosis

## We're all **accountable** for...

Health and Safety of our ourselves and others; put simply this includes taking the time to complete all learning, understanding your role-specific responsibilities, working with reasonable care and taking steps to address and report problems related to Health and Safety.

Taking a proactive approach to your learning and development in order to be the best you can be. This includes understanding and keeping up to date with all our relevant policies and processes as well as taking advantage of all the learning opportunities and resources available to you ... they're there for a reason but don't worry, we'll help keep you informed along the way.

Promoting equality, diversity and inclusion as a top priority at Home Group; leading by example in your actions and demonstrating our Brilliant People behaviours.

Keeping things compliant! You'll have role-specific and organisational goals but it's important you take these seriously and keep people and information secure and safe within the scope of doing your bit here at Home Group.

## Other **important** stuff...

You'll be a budget holder? No

You'll manage people? No

We all work flexibly at Home Group but the level of travel in this role is usually: Occasional



