

### Individual Role Profile

<b>Title:</b>	Mental Health Advisor
<b>Career Family:</b>	Senior Officer
<b>Grade:</b>	5
<b>Reports To (role):</b>	Senior Mental Health Advisor

### Summary of Role

To manage the mental health offer in a patch of services to help young people experiencing mental health issues or those in crisis to obtain appropriate support and adjustments. The advisor will provide one-to-one interventions for young people, with serious mental health problems, suicidal ideation or self-harm.

To manage service level agreements across the health and social care sector in a geographical area.

Deliver staff consultation, advice and training to encourage disclosure of health needs and best practice in assisting young people experiencing ill health until they are ready to engage into health work. The overall objective of supporting young people to improve mental health.

To manage student placements.

### Key Results Areas/Success Measures

<b>KR 1:</b>	<b>To develop and deliver a range of accessible and equitable health interventions alongside activities to help destigmatise mental health; with an overall objective of encouraging Centrepoint young people to think holistically about their health and wellbeing, and to take responsibility for making improvements; by taking action to adopt healthier coping strategies and accessing help.</b>
Success Measure:	100% young people increase awareness of signs of ill mental health. 100% increase awareness of mental health services. 25% of young people disclose ill mental health; 25% uptake 1:1 support.  Visible messages in services fighting stigma of mental health, with clear engagement of young people into group activities.  Manage key service level agreements and referral pathways. Including making referrals to treatment and support.

<b>KR 2:</b>	<b>To carry a caseload of young people with serious mental health problems and/or those experiencing crisis, suicidal ideation or self harm; in consultation with the Senior Mental Health Advisor and in accordance with quality standards, working practices and priorities.</b>
Success Measure:	80% of young people completing a programme of support end successfully. On closing; 60% of crisis responded to is managed; 60% report managing self harm or suicidal ideation ; 60% of young people report increase in engagement with services; 50% young people referred to appropriate support; 40% engaged with a mental health service or support.
<b>KR 3:</b>	<b>To undertake high quality specialist health assessments; making autonomous decisions in relation to risk and health management planning with guidance from the Senior Mental Health Advisor.</b>
Success Measure:	Assessment of health needs and appropriate journey determined and signposted to, alongside proactively engaging young people through their journey of support. Support the implementation of the Self-harm and Suicide Prevention and Intervention Programme (SASIPP) lead by the Senior mental health advisor.
<b>KR 4:</b>	<b>To ensure that health improvement programmes adopted by Centrepont reflect the views and opinions of young people and that where possible young people are able to influence the way the Health and Wellbeing team work.</b>
Success Measure:	Successful outcomes evidenced through a case study each quarter Support delivery of team success presentations for a health programme each quarter Measure effectiveness through the team's assessment, evaluation and session templates Participation opportunities increased for young people, including positive feedback and observations gathered to evidence success
<b>KR 5:</b>	<b>Maintain continuous professional development by undertaking training in accordance with new practice requirements as and when required.</b>
Success Measure:	Engage in supervision and CPD to meet professional standards and offering high quality service for young people.

#### Other Tasks/Success Measures

<b>Task 1:</b>	<b>To be able to work independently of line management support, able to make decisions relating to young people's cases in a consistent and compliant manner.</b>
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Success Measure:	Working proactively, ensure young people receive good quality health interventions tailored to need
<b>Task 2:</b>	<b>To work effectively and jointly within a multi-disciplinary team environment; ensuring that reflective practice and evaluation of practice takes place.</b>
Success Measure:	Collaborative working and innovative practice developed (in recognition of diversity of roles, experience and knowledge).  Improved knowledge, sharing of best practice and opportunities for co-delivery of specialist programmes.  Participate in mixed disciplined reflective practice /clinical supervision groups.  Support team learning by delivering a team learning session.
<b>Task 3:</b>	<b>To ensure all monitoring and evaluation requirements of both the funders and organisation are delivered at a high standard and on time, developing SLA's where appropriate.</b>
Success Measure:	All files up-to-date including effective management of data  All programme spend delivered within budget and submitted within relevant timeframes  Successful delivery against service level agreements with external agencies in the field of health and social care to compliment or provide a health offer.  Established working partnerships internally across teams and directorates
<b>Task 4:</b>	<b>To maintain an accurate and up-to-date knowledge of community level primary care health and social care services, including appropriate public community health provision, passing all relevant information onto both service teams and Health Team members.</b>
Success Measure:	A visible integrated approach with external agencies; including management of service level agreements and referral pathways.

### Role Specification

Category		Desirable	Assessment
Knowledge and skills			

1. Professional qualification at a minimum of degree level in the field of mental health (e.g. RMN, DipSW or equivalent) including relevant professional registration.	<b>Yes</b>		<b>AF/C</b>
2. Expert knowledge in relevant areas of practice, sufficient to be the lead professional, notably severe mental health problems, suicidal ideation, self-harm and crisis management.	<b>Yes</b>		<b>AF/I</b>
3. An advanced understanding of current mental health best practice guidance and legislation.	<b>Yes</b>		<b>AF/I</b>
4. Highly confident and independent practitioner, able to assess situations and take appropriate action.	<b>Yes</b>		<b>I</b>
5. Excellent communication skills, to the level required to explain complex information, providing both formal training as well as advice and consultancy to other professionals	<b>Yes</b>		<b>AF/I</b>
6. Ability to work collaboratively across team and organisational boundaries, negotiating and building relationships with local statutory services	<b>Yes</b>		<b>AF/I</b>
7. Understanding of the experiences faced by young people with mental health problems.	<b>Yes</b>		<b>I</b>
8. Understanding of the needs and challenges faced by young homeless people aged 16-25	<b>Yes</b>		<b>AF</b>
9. Able to maintain good written records of work and evidence outcomes achieved with young people, including using data management systems	<b>Yes</b>		<b>AF/I</b>
10. A good all round knowledge and enthusiasm for health and wellbeing, ability to contribute to the success of a multi-disciplinary team	<b>Yes</b>		<b>AF/I</b>

<b>Experience</b>			
1. Significant experience of working with young people aged 16-25 in a mental health setting. This must include young people with a range of mental health problems and those who self-harm and/or experience suicidal ideation.	<b>Yes</b>		<b>AF/I</b>
2. Experience of managing case work and of responding proactively to crisis situations involving mental health issues following a therapeutic framework.	<b>Yes</b>		<b>AF/I</b>
3. Demonstrable experience of effective liaison with a range of professionals and agencies, advocating on behalf of clients care.	<b>Yes</b>		<b>AF/I</b>
4. Experience of assessing the health needs and associated risks of young people.	<b>Yes</b>		<b>AF/I</b>
5. Experience of working with young people with a diverse range of backgrounds.	<b>Yes</b>		<b>I</b>
6. Experience of delivering staff training around mental health and providing support and consultancy to other professionals including a multi-disciplinary team.	<b>Yes</b>		<b>AF/I</b>
7. Experience of working in emotionally challenging circumstances and ability to seek appropriate support through clinical supervision and line manager.	<b>Yes</b>		<b>AF/I</b>

### **Equal Opportunities**

All employees have a legal and moral responsibility to ensure that Centrepoin't's workplace is free from discrimination, harassment and bullying.

# Centrepoint Values

All staff at Centrepoint are expected to work according to our six values. Below are examples of the behaviours expected for each of them. These will be assessed at interview and are included here to inform your expectations of the type of person we are looking for to join our organisation.

<p><b>Integrity</b></p> <p><b><i>We always put the good of young people and Centrepoint first</i></b></p> <ul style="list-style-type: none"> <li>• We commit to living these values in our professional lives at Centrepoint</li> <li>• We work hard to build trust and productive relationships</li> <li>• We are honest and transparent</li> <li>• We confront issues early in a direct and constructive way</li> </ul>	<p><b>Energy</b></p> <p><b><i>We are ambitious for young people and we have relentless drive, commitment and resilience to achieve that</i></b></p> <ul style="list-style-type: none"> <li>• We act decisively, using our energy to deliver and exceed expectations</li> <li>• We understand our strengths and use them to strive for excellence</li> <li>• We have creative optimism and we embrace change and drive it</li> <li>• We have the courage and stamina to make tough decisions and see them through</li> </ul>
<p><b>Humility</b></p> <p><b><i>Our work is a service that supports and challenges each person in our sphere of influence to fulfil their potential and ensure that they are engaged and inspired to perform</i></b></p> <ul style="list-style-type: none"> <li>• We show empathy, sincerity and are servant-hearted in our approach</li> <li>• We are self-aware; continuously seeking to improve and we take full responsibility for our own development</li> <li>• We offer to help without hesitation and ask others for support when we need it</li> <li>• We respect and learn from each other and about each other; using that knowledge to work better together</li> </ul>	<p><b>Entrepreneurial</b></p> <p><b><i>We are enterprising and innovative – professional, optimistic and always thinking about how to improve</i></b></p> <ul style="list-style-type: none"> <li>• We are commercially aware and financially conscious</li> <li>• We communicate well and bring people with us</li> <li>• We know and understand our business and the impact of both internal and external forces</li> <li>• We always ask ourselves how it can be done better; we are more 'why not?' and have the flexibility to adapt</li> </ul>
<p><b>Accountable</b></p> <p><b><i>We know what we have to do and why. We have high standards and expectations of ourselves</i></b></p> <ul style="list-style-type: none"> <li>• We have a clear direction and are fully accountable for delivery in our area</li> <li>• We take personal responsibility to deliver and exceed expectations</li> <li>• We seek and gain the commitment of others; helping others to achieve what they need to do, by inspecting what we expect.</li> <li>• We celebrate success and reward the right behaviour at the right time; fully supporting the appropriate challenge of inappropriate workplace behaviours</li> </ul>	<p><b>Focused</b></p> <p><b><i>We deliver for and with young people in a way that is creative, inspiring and enjoyable</i></b></p> <ul style="list-style-type: none"> <li>• We put young people at the heart of all we do</li> <li>• We are mindful of risk, seeking to be risk intelligent</li> <li>• We create a collaborative spirit where people are treated equally with respect</li> <li>• We focus relentlessly on results</li> </ul>