

**Kettering Mind**  
**Person Specification – Mental Health Navigator**

Factors	Essential	Desirable	Method of Assessment
Qualifications / Training	GCSE Grade C or above in English and Mathematics or equivalent qualifications  Level 3 Health & Social Care or equivalent level of qualification in a relevant field	Motivational Interviewing training  Suicide Awareness & Prevention training	Application form and certificate check
Experience	12 months + experience working within a mental health setting providing support and interventions  Experience of providing one to one support and coaching individuals by providing guidance and encouragement	Experience of completing person-centred assessments, reviews and support planning	Application form, interview and references
Knowledge and skills	Excellent listening, communication and relationship building skills with professional competence facilitating behaviour change using Motivational Interviewing communication style  Excellent organisational and time management skills  Solution focused with the ability to create innovative solutions to help empower individuals  Ability to work within professional boundaries  Ability to respond professionally, flexibly, calmly and quickly in a crisis  Excellent record keeping skills with a high level of attention to detail  Competent IT skills with the ability to use different IT systems and processes  Full valid driving licence with access to own vehicle for work purposes	Knowledge of personalisation and recovery principles and how to apply these in support planning  Awareness of local services	Application form, interview and references
Personal attributes	Committed to the overall aims and values of the organisation  Empathic and non-judgmental attitude towards others		Interview and references

<p>Personal attributes cont.</p>	<p>Ability to cope positively with challenging and diverse behavior</p> <p>Someone who always ensures that tasks are followed through to completion</p> <p>Able to work flexibly to meet the changing needs of the organisation and service</p> <p>Able to work on own initiative or with others on tasks, requiring minimal supervision</p>		
<p>Equal Opportunities</p>	<p>Commitment to anti-discriminatory practice and the ability to promote equal opportunities, values and diversity of others</p>		<p>Interview</p>
<p>Health and Safety</p>	<p>Ability to demonstrate a clear understanding of and commitment to Health and Safety legislative standards and their implementation</p> <p>Able to demonstrate an understanding of safeguarding, risk assessment and risk management principles and processes</p> <p>Compliant with legal requirements for Covid-19 vaccination status or medical exemption</p>		<p>Interview / certificate check</p>