

# PERSON SPECIFICATION

**OUR VISION: 'TO BE THE LEADING HEALTH AND WELLBEING SERVICE IN  
THE PROVISION OF MENTAL HEALTH AND COMMUNITY CARE'**

**JOB TITLE: Senior Adult Psychodynamic Psychotherapist – 8a**

**DEPARTMENT: Psychotherapy service for Personality Disorder and Complex Needs  
pathway**

Criteria for Selection	Essential	Desirable	Measurement Application Form - <b>AF</b> Interview - <b>IN</b> Assessment – <b>AS</b>
Education/Qualifications	<p>Recognised highly specialist formal training to Masters Level or equivalent in psychodynamic psychotherapy or integrated training including psychodynamic theory and practice and UKCP Registration.</p> <p>Recognised qualification in one of the core mental health professions (e.g. nursing psychology, occupational therapy, social work) or other relevant work experience and extensive clinical experiences at post-qualification level. (minimum 4 years)</p>		<b>AF/IN/AS</b>
Knowledge	Knowledge of different pathways of care in terms of	<b>Comprehensive knowledge of theory, that gives a</b>	<b>AF/IN/AS</b>

	<p>mental health provision in statutory and voluntary sectors.</p> <p>Knowledge of research methodologies.</p> <p>Knowledge of child protection and protection of vulnerable adults policies.</p>	<p><b>clear and coherent understanding of psychological development and psychopathology.</b></p> <p>An understanding of the role of psychotherapy in the modern NHS health service.</p> <p>Knowledge of other psychotherapeutic models in determining choice of treatment, suitability and the indication and contra-indications for different models and modalities.</p> <p>Comprehensive knowledge of psychiatric diagnosis and treatments.</p> <p><b>Understanding of trauma informed care</b></p>	
Skills/Experience	<p><b>Experience in providing highly specialist psychodynamic psychotherapy</b></p> <p>Experience of assessing patients with complex needs and severe emotional difficulties.</p> <p>Ability to develop a clinical formulation and make recommendations for a treatment plans.</p> <p>Experience of managing and carrying a clinical caseload and working as an autonomous and</p>		AF/IN/AS

	<p><b>independent practitioner.</b></p> <p><b>Experience of working with a wide variety of client groups, presenting with a range of clinical severity, across care settings (e.g. community, outpatient, inpatient) with the capacity to maintain professionalism while being presented with highly emotive and distressing problems.</b></p> <p><b>Experience in offering consultation and staff support to multidisciplinary staff teams and other professionals groups.</b></p> <p><b>Ability to manage service across multiple locations, providing therapy to a range of client groups</b></p> <p><b>To work independently and autonomously in organising and managing a clinical caseload.</b></p> <p><b>Ability to contain and manage high levels of emotional distress and disturbance on self and others.</b></p> <p><b>Ability to make and maintain appropriate psychotherapeutic relationships.</b></p> <p><b>Ability to recognize and respond appropriately to</b></p>		
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	<p>risks such as suicide or harm to others.</p> <p>Experience in ability to prioritise and organise clinical work and those of others</p> <p>Ability to cope with increasing demands and work under pressure.</p> <p>Self-motivated and the capacity to motivate others.</p> <p>Ability to contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all clients of the service, across all settings and agencies serving adults with complex mental health problems.</p> <p>Experience in leading and develop the abilities of others.</p> <p>Experience in performing operational tasks as required for the function of the service including: data, audit, contributing to outcome measures, attending service wide operational meetings and induction of new staff, honorary therapists or students</p>		
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<b>Personal Qualities</b>	<p>Shares the Trust's Beliefs and models this in their attitude and behaviour:</p> <p>Ensures that the organisational values of open, compassionate and empowering are demonstrated by self and others every day and that any matters of concern are addressed in a timely way, either directly; or raised with the relevant Line Manager; or through the relevant processes within the Trust as appropriate.</p> <p><b>Ability to communicate highly complex and sensitive information to patients, relatives and other professionals, both in writing and verbally.</b></p> <p><b>High level skills to communicate systemic ideas and practice effectively both to members of the multidisciplinary team and patients and their carers.</b></p> <p><b>Ability to communicate effectively and sensitively with colleagues and other members of staff who may require emotional support or challenge to their working practice.</b></p> <p><b>Capacity to negotiate</b></p>		<b>AF/IN/AS</b>
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	<p>successfully with others.</p> <p>Capacity to accept constructive criticism.</p> <p>Capacity to critically reflect on the performance of others in a constructive manner.</p> <p>Capacity to assert one's professional authority.</p>		
<b>Additional Qualities</b>	<p>Fitness Analysis as appropriate</p> <p>Current driving licence</p> <p>Ability to travel across sites and across Trust boundaries to attend meetings, etc.</p> <p><b>Understanding of confidentiality, data protection, legislation and Caldicott principles.</b></p> <p><b>Awareness and appreciation of equality and diversity issues.</b></p>		<b>AF/IN/AS</b>