

PERSON SPECIFICATION

Job Title:- Highly Specialist (8b) Clinical / Forensic Psychologist –Rehabilitation Services

	ESSENTIAL	DESIRABLE	HOW TESTED
TRAINING AND QUALIFICATIONS	<ul style="list-style-type: none"> Post-graduate doctorate in Clinical Psychology or forensic psychology (or its equivalent for those trained prior to 1996 or those in lateral transfer) as accredited by the B.P.S., and giving eligibility for Chartered including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan development psychology 	<ul style="list-style-type: none"> Training and qualifications in research methodology, staff training and/or other fields of applied psychology 	Application form
	<ul style="list-style-type: none"> Chartered status with the BPS 	<ul style="list-style-type: none"> Eligibility for full chartered status in both clinical and forensic psychology 	Application form
	<ul style="list-style-type: none"> Registered with the Health & Care Professions Council 	<ul style="list-style-type: none"> Registered as a forensic psychologist and clinical psychologist 	Application form
	<ul style="list-style-type: none"> Formal training in supervision of other psychologists 		Application form
		<ul style="list-style-type: none"> Formal training and/or accreditation in risk assessment tools (e.g. RSVP, PCL-R; RM2000, HCR-20 etc) 	Application Form
		<ul style="list-style-type: none"> Other training in a relevant area e.g. MSc forensic psychology or another applied psychology subject 	Application form
EXPERIENCE	<ul style="list-style-type: none"> Experience of working as a qualified clinical or forensic psychologist including at a highly specialist level (usually for a minimum of four years, including two years at a highly specialised level). 	<ul style="list-style-type: none"> Expertise and interest in a specialist area relevant to the client group (E.g risk management; a specific type of offending, intervention etc). 	Interview
	<ul style="list-style-type: none"> Experience of specialist psychological assessment (including risk assessment), formulation and treatment of clients across a broad range of settings 	Use of specific assessment tools appropriate to service including neuropsychological and standardised risk assessment or personality assessment tools	Application form/ Interview

	<ul style="list-style-type: none"> Experience of working with a wide variety of clients presenting problems that reflect the full range of clinical severity, including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse. 	<ul style="list-style-type: none"> Experience of working with clients with dual diagnosis (including substance misuse) Experience of working with people with forensic issues Experience of working with clients with challenging behaviour Experience of working with people with a learning disability and or ASD 	Application form / Interview
	<ul style="list-style-type: none"> Experience of exercising autonomous clinical responsibility for clients' psychological care and treatment 		Interview
	<ul style="list-style-type: none"> Experience of working with staff teams to support the delivery of therapeutic care 		interview
	<ul style="list-style-type: none"> Experience of providing teaching, training and supervision 		Interview
	<ul style="list-style-type: none"> Evidence of continuing professional development as recommended by the B.P.S. 		Interview
	<ul style="list-style-type: none"> Experience of contributing to service development and delivery 	<ul style="list-style-type: none"> Experience of leading a new initiative; design or delivery within a wider psychology service that improves patient experience / outcome 	Application form / Interview
KNOWLEDGE & SKILLS	<ul style="list-style-type: none"> Very high level of interpersonal and communication skills enabling written and oral presentation and receipt of complex and sensitive information, to facilitate acceptance and relate effectively in an emotive and hostile environment 	<ul style="list-style-type: none"> Ability to process text, set up and use databases and spreadsheets 	Interview/ Application form
	<ul style="list-style-type: none"> Skills in the use of complex methods of psychological assessment, formulation & intervention and management, frequently requiring sustained and intense concentration 	<ul style="list-style-type: none"> Well-developed knowledge of the theory and practice of a broad range of specialised psychological therapies and methodologies, relating to adults with mental health problems and associated complex risks and needs (such as PD diagnosis) 	Interview

	<ul style="list-style-type: none"> High level of assessment and therapeutic skills related to complex, severe and enduring psychological problems experienced by adults with mental health difficulties and complex needs, including and dual diagnosis issues 	<ul style="list-style-type: none"> Knowledge and experience of the theory and practice of specialised therapies in specific difficult to treat groups (e.g. CBT for psychosis, DBT for Personality disorder, Dual diagnosis, Trauma work, people with additional disabilities etc.) 	Interview
	<ul style="list-style-type: none"> To utilise theory, evidenced based literature and research to support evidenced based practice in individual work and with other team members 		Interview
	<ul style="list-style-type: none"> Ability to adapt communication and use specialist communication approaches to aid service user understanding 	.	Interview
	<ul style="list-style-type: none"> Good interpersonal skills to facilitate communication with colleagues and other service providers 		Interview
	<ul style="list-style-type: none"> Skills in providing consultation to other non-psychology colleagues, and teaching and training skills 		Interview
	<ul style="list-style-type: none"> Ability to make judgements involving highly complex facts or clinical situations through assessment, analysis and interpretation of information and deciding on appropriate action from a range of options. This may involve situations where options are conflicting and where expert opinion differs or some information is unavailable. 		Interview
	<ul style="list-style-type: none"> Ability to plan and organise tasks, activities or programmes manage a demanding workload in an organised and effective way, and prioritise complex work demands 		Interview
	<ul style="list-style-type: none"> Awareness of, and ability to assess and manage risk 		Interview
	<ul style="list-style-type: none"> Ability to identify and employ mechanisms of clinical governance as appropriate to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviours and to contribute to the improvement of standards and practice 		Interview

	<ul style="list-style-type: none"> Proven keyboard skills and the ability to complete complex psychometric assessments that require manual dexterity, concentration and precision 		Application form
	<ul style="list-style-type: none"> Knowledge and skills in the application of clinical forensic psychology in different cultural contexts 		Interview
	<ul style="list-style-type: none"> Ability to demonstrate leadership and service development skills 		Interview
	<ul style="list-style-type: none"> Good written communication skills with the ability to tailor these to varying contexts including MAPPA teams; police; probation and other professionals. 		Application form
	<ul style="list-style-type: none"> Ability to complete basic work related records Doctoral level knowledge of research design and methodology, including complex multivariate analysis as practised within the field of clinical psychology 		Interview
	<ul style="list-style-type: none"> Knowledge of current legislation and guidance for clinical practice and professional management in relation to the service user group 		Interview
	<ul style="list-style-type: none"> Contribute to the development of others, ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic sessions 		Interview
PERSONAL	<ul style="list-style-type: none"> Possess an enthusiasm for psychology in relation to the recovery approach for individuals with mental health problems and complex needs, challenging behaviour and forensic issues 	Understanding of the needs of people with severe and enduring mental health challenges; who may have other needs (e.g.ASD / LD) and the need to work in a person-centred way.	Interview
	<ul style="list-style-type: none"> Resilience to, and ability to maintain a high degree of professionalism, in the face of distressing or emotional situations and hostile environments and to work sensitively in emotionally charged situations 		Interview
OTHER	<ul style="list-style-type: none"> Ability to meet the travel requirements of the post and to work from home or other Trust base as and when required 		Application form

	<ul style="list-style-type: none"> Must be capable of planning and prioritising own work on a day to day basis with support of regular supervision, and able to recognise when further advice is required 		Interview
	<ul style="list-style-type: none"> Ability to articulate and interpret clearly the role of the profession of clinical/forensic psychology based upon a good understanding of the government and national professional policy. 		Interview
	<ul style="list-style-type: none"> Understanding of the current political and NHS climate of increasing capacity in the community and reducing inpatient beds. 		Interview
	<ul style="list-style-type: none"> A willingness to evaluate service development, service need and psychological delivery within the context of a developing service (CSTR). 	<ul style="list-style-type: none"> Publications relevant to forensic / clinical psychology 	Application form / Interview