

BIRMINGHAM & SOLIHULL MENTAL HEALTH FOUNDATION NHS TRUST

PERSON SPECIFICATION

Location: Secure Care and Offender Health Sites	Department: Psychology
Post Title: Practitioner Psychologist (Clinical, Counselling or Forensic),	Grade: 8a

Attributes	Essential	Desirable	How Identified
Training & Qualifications	<p>The Graduate Basis for Registration (further to completion of an honours degree in psychology accredited by the British Psychological Society, or, in the case of courses that are not accredited or where the first degree is not in psychology, by completion of the Society's Qualifying examination, or completion of a Society accredited Conversion Course).</p> <p>Satisfactory completion of a British Psychological Society accredited Doctoral Level postgraduate professional training course in clinical/forensic psychology completion of which includes the study of models of psychopathology, psychometric and neuropsychological assessment, two or more distinct psychological therapies and lifespan developmental psychology.</p> <p>Eligibility for entry onto the Register of Chartered Psychologists.</p> <p>(Candidates for Clinical Psychology posts who i) possess a qualification in clinical psychology obtained overseas, that does not fully meet UK training requirements; ii) are seeking lateral transfer from another branch of applied psychology; or iii) hold a research degree in a clinical subject, must provide evidence that they have obtained a Statement of</p>	Pre-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology.	Evidence of examination results and professional qualifications .

	Equivalence in Clinical Psychology awarded by the BPS Committee for the Scrutiny of Individual Clinical Qualifications (CSICQ), further to the satisfactory completion of such additional training as is required by the CSICQ.)		
Experience	<p>Experience of specialist psychological assessment and individual and group based treatment of clients across the full range of care settings, including primary and secondary/ specialist care and inpatient/residential, outpatient and community team settings.</p> <p>Experience of working with a wide variety of client groups, including forensic contexts with clients of all ages across the lifespan and of wide-ranging presenting problems that reflect the full spectrum of clinical complexity and severity.</p> <p>Experience of teaching, training and/or supervision.</p> <p>At least one year's relevant post qualification experience and training, enabling the post holder to provide supplementary supervision to clinical psychology trainees at the discretion of the primary supervisor.</p> <p>Has further specialist post qualification training, has gained further clinical experience and has received of a minimum of 50 hours clinical supervision whilst working as a qualified clinical psychologist over a minimum of 18 months to 2 years.</p>	<p>Experience of the application of clinical psychology in different cultural contexts.</p> <p>Experience of working within a multicultural framework.</p> <p>Experience of working therapeutically with 'difficult to treat' clients.</p> <p>At least 2 years post qualification experience, and formal training in supervision, enabling the post holder to independently supervise psychology trainees in accordance with relevant criteria adopted by local University Psychology Training Courses criteria.</p>	<p>Interview/ application form/ references (in the case of new appointees)</p> <p>Assessed at appraisal or interview after at least 18 months as a qualified Psychologist , by review of the post-holder's supervision and CPD records and by references (in the case of existing appointees).</p>
Skills/Knowledge	<p>Well developed theoretical and practical knowledge of the field of clinical psychology, consistent with doctoral level professional training and further post qualification study, training and supervised experience during a minimum of 18 to 24 months as a Specialist Clinical/Forensic Psychologist.</p> <p>Skills in the use of complex methods of psychological assessment commensurate with</p>	<p>Knowledge of the theory and practice of specialised psychological therapies in specific 'difficult to treat' groups (e.g. personality disorder, challenging behaviour, dual diagnoses, people with additional disabilities etc).</p> <p>High-level knowledge of the theory and practice of at</p>	<p>Interview/ application form/ references (in the case of new appointees); assessment/ review at annual (or as necessary more</p>

	<p>doctoral level training, including specialist clinical interviewing, behavioural observation, complex psychometric testing and specialist neuropsychological testing.</p> <p>Able to use psychometric tests and psychological equipment in accordance with standardised timing, stimulus presentation and response monitoring requirements.</p> <p>Skills commensurate with doctoral level training in the formulation of problems from a psychological perspective and in the implementation of highly specialist psychological therapies, interventions and management techniques that are appropriate for use with complex presenting problems. Able to deliver established/evidenced based psychological therapy to fidelity.</p> <p>Highly developed interpersonal and communication skills (written and verbal) including the ability to empathically, sensitively and effectively communicate clinical and condition related information to clients, their families, carers and professional colleagues (within and outside the NHS) that is extremely complicated or technical; extremely sensitive and potentially distressing to the recipient; or that is extremely contentious or challenging.</p> <p>When communicating with patients, carers and colleagues, has the high level interpersonal skills necessary to obtain and convey highly complex, sensitive or contentious information in emotionally charged and extremely emotive settings, in a manner that addresses and overcomes psychological resistance, hostility, antagonism, and problems of motivation and engagement, as well as barriers to understanding arising from cognitive, cultural or linguistic factors.</p> <p>Ability to respond safely to physical aggression and to promote</p>	<p>least two specialised psychological therapies.</p> <p>Knowledge of relevant legislation and DoH policy and implementation guidelines in relation to mental health in general and the client group with which this post is concerned.</p> <p>Current driving licence and car/motorbike owner</p>	<p>frequent) appraisal.</p>
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	<p>personal safety and the safety of others, drawing on MAPPA and other relevant training where provided.</p> <p>Skills in providing consultation and advice from a psychological perspective to members of other professional and non-professional groups.</p> <p>Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.</p> <p>Ability to provide teaching and training on relevant psychological topics, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.</p> <p>Awareness and understanding of the differential needs of people from black and minority ethnic groups and of the service issues arising within a multicultural urban area.</p> <p>Evidence of continuing professional development consistent with expected standards of the British Psychological Society and relevant subdivisions (Division of Clinical Psychology, Division of Forensic Psychology or Division of Counselling Psychology).</p> <p>Familiarity with the ethical and professional standards expected of Clinical Psychologists as laid down in the collated BPS 'Code of Conduct, Ethical Principles and Guidelines' (1998).</p>		
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<p>Personal Qualities</p>	<p>Ability to interact effectively with staff from all disciplines.</p> <p>Ability to interact and to build and sustain relationships with people with mental health problems and associated disabilities.</p> <p>Is a 'team player' and has demonstrated ability to work and deliver to team and organisational objectives</p> <p>Ability to maintain a high degree of professionalism, and to reflect on and manage own emotions and those of others, when faced by highly distressing material, problems and circumstances (e.g. when dealing with family breakdown, sexual abuse) on a frequent basis.</p> <p>Ability to maintain a high degree of professionalism, and to reflect on and manage own emotions and those of others, when faced by challenging behaviour, including frequent verbal abuse and occasional threatened physical abuse.</p> <p>Ability to work independently, reliably, consistently and with initiative in circumstances where has discretion to work within defined team/Trust policies, service principles, professional codes of practice and other appropriate parameters and to determine how objectives agreed with manager are best achieved.</p> <p>Adaptable and able to work flexibly when required (e.g. in the light of changing service priorities).</p> <p>Capacity for tolerating frustration, change and high levels of demand with an ability to work effectively under pressure.</p> <p>Ability to attend and concentrate in an intense and sustained manner on a frequent basis when using specialist and complex methods of psychological assessment and</p>	<p>Personal experience of mental health problems.</p>	<p>Interview/ application form/ references (in the case of new appointees); assessment/ review at annual (or as necessary more frequent) appraisal.</p>
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	<p>treatment, or when completing research activity.</p> <p>Capacity to sit in constrained positions for extended periods of time on a frequent basis during the completion of client assessment and therapy.</p> <p>Commitment to the involvement of service users and carers on the development and delivery of mental health and other care services.</p> <p>Willingness to travel between sites within the Trust as required.</p> <p>Ability to accept and use supervision appropriately and effectively.</p> <p>Awareness and understanding of the purpose and mechanisms of clinical governance and an ability to employ such mechanisms to maintain and improve standards of clinical practice.</p> <p>Commitment to working within a multicultural framework.</p>		
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