

EMPLOYEE SPECIFICATION FOR THE POST OF PRINCIPLE CLINICAL PSYCHOLOGIST Band 8b

Specialist Neurodevelopment ASD assessment services.

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation.

PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT.

Attribute	Essential	Weight	Desirable	Weight	How Identified
Values	All colleagues are expected to demonstrate at interview that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: Trust Honesty Respect Compassion Teamwork	2			Interview
Physical Requirements	Has the physical ability to perform the full range of duties.	2			
Qualifications Academic / Professional	Post graduate doctorate in clinical psychology as accredited by the BPS. Current registration with HCPC	2	Additional training in relation to supervision of unqualified and qualified staff.	2	Application form and interview.

Training	<p>Further specialist training in the diagnostic assessment of children & young people with Autism / ASD.</p> <p>Advanced training and application of expertise in at least one specialist area of clinical practise gained through post-qualification specialist training and supervised practise (e.g. Psychotherapy, neuropsychology, Attachment Therapy, Clinical Supervision)</p> <p>Training in Cognitive Assessment e.g. Psychometric testing of children with complex developmental concerns.</p>	2	<p>Further relevant post qualification training including:</p> <ul style="list-style-type: none"> • Psychological models of assessing and treating developmental trauma. • Further training in the assessment of comorbid neurodevelopmental presentations e.g. ADHD. 	2	
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Experience	<p>Extensive experience in the assessment of children & young people where there may be underlying Autism / ASD in line diagnostic criterion and NICE guidelines.</p> <p>Experience of assessment of children/ young people & their families presenting with a broad range of mental health needs both in terms of severity and complexity, where there may be multiple contributing factors including developmental trauma to understanding their presentation & informing further treatment.</p> <p>Experience in the specific assessment and formulation of both child and adult attachment.</p> <p>Experience in assessment and management of clinical risk.</p> <p>Experience of working within teams as part of an MDT approach to delivering interventions / therapy.</p> <p>Experience of offering a consultation model to supporting the MDT and wider network around the child.</p> <p>Experience of effective multi-disciplinary, multiagency working.</p> <p>Provision of clinical supervision and training to psychologists and practitioners from other professional groups</p>	2	<p>Experience of coordinating MDT assessment.</p> <p>Experience of staff training.</p> <p>Experience of clinical audit and/or service evaluation</p>	2	Application & Interview
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Knowledge	<p>Knowledge of assessment approaches to exploring possible ASD in the context of mental health and relational needs.</p> <p>Knowledge of the Diagnostic criterion using DSM 5 or ICD11 in the application of ASD assessment.</p> <p>Knowledge of NICE guidance in the assessment of ASD in children and young people where there may be additional mental health or social care needs.</p> <p>Detailed knowledge of a range of models of assessment, formulation, management and treatment of mental health difficulties & relational trauma across a broad age range 0-19 years.</p> <p>Knowledge of systemic approaches to working with Families / care systems.</p> <p>Knowledge of assessment and evidenced based treatment of trauma.</p> <p>Presentation and teaching skills.</p> <p>Knowledge of the Safeguarding protocol.</p>	2			Application form and Interview
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Skills	<p>Specialist skills in establishing and developing therapeutic relationships with clients with complex clinical presentations.</p> <p>To communicate in skilled and sensitive manner information concerning the</p>	2	<p>Research & or Audit activity undertaken within a Specialist CAMHS setting.</p> <p>Supervision of audit & research activity within a specialist CAMHS setting.</p>	2	Application form and interview
	<p>assessment, formulation and treatment options of clients.</p> <p>Research and Audit skills to evidence the efficacy of specialist interventions, in conjunction with partner providers, service managers and to evaluate patient experience including the development of appropriate outcomes measures for the service.</p> <p>Appropriate IT skills</p>				
Contractual Requirements	<p>A full UK driving licence and vehicle for business use is required for this post; however reasonable adjustments will be made for disabled individuals in line with the Equality Act 2010.</p> <p>Maintenance of Trust Essential Training</p>	2			

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Name: Barbara McGrath Date: 08.02.2024
Designated Role: Professional Lead for CAMHS Psychology

