



**PERSON SPECIFICATION**

**Job title: Senior Clinical or Counselling Psychologist 8A**

**Integrated Community Care and Recovery Hub**

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>HOW TESTED</b>
<b>Training and qualifications</b>	<p>Satisfactory completion of a Health and Care Professions Council/British Psychological Society accredited postgraduate professional training course in either clinical or counselling psychology.</p> <p>Qualify for registration for Health and Care Professions Council as a Clinical or Counselling Psychologist.</p> <p>Eligibility for entry onto the Register of Chartered Psychologists.</p> <p><i>(Candidates for posts who i) possess a qualification in clinical or counselling 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 Equivalence in awarded by the BPS Committee for the Scrutiny of Individual Clinical Qualifications, further to the satisfactory completion of such additional training as is required by the CSICQ.</i></p>	<p>Pre-qualification training or additional qualifications in an accredited Cognitive Behavioural Therapy or other psychological therapy: EMDR</p>	<p>Evidence of professional qualifications.</p>
<b>Experience</b>	<p>Post qualification experience of specialist psychological assessment and individual and group based treatment of clients with complex mental health difficulties across adult secondary or tertiary care settings.</p> <p>Post qualification experience of working with a variety of client groups of working age with wide-ranging presenting problems that reflect the full spectrum of clinical complexity and severity.</p>	<p>Experience of working with service users with personality difficulties and complex trauma.</p> <p>Experience of working within a multicultural framework.</p> <p>Experience of working therapeutically with 'difficult to reach' clients with</p>	<p>Interview/ application form/ references (in the case of new appointees)</p>

	<p>Experience of teaching, training and/or supervision. Post qualification experience and a minimum of 50 hours receiving clinical supervision enabling the post holder to provide supervision to trainees and others.</p>	<p>complex mental health and behavioural needs.</p> <p>Post qualification experience and/or formal training in supervision, enabling the post holder to independently supervise trainees in accordance with relevant criteria adopted by local training courses.</p>	
<p><b>Knowledge and skills</b></p>	<p>Well developed theoretical and practical knowledge of the field of psychological theory and practice and evidence based treatments consistent with postgraduate level professional training and further post qualification study, training and supervised experience.</p> <p>Skills in the use of complex methods of psychological assessment, including specialist clinical interviewing, observational methods, complex psychometric 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 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</p>	<p>Knowledge of the theory and practice of specialised psychological therapies in specific 'difficult to treat' groups (e.g. personality disorder, risk behaviours, dual diagnoses, people with additional disabilities etc).</p> <p>High-level knowledge of the theory and practice of at 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>Interview/ application form/ references (in the case of new appointees); assessment/ review at annual (or as necessary more frequent) appraisal.</p>

	<p>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 personal safety and the safety of others, drawing on training in de-escalation and breakaway 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>Post graduate or Doctoral level knowledge of research methodology, research design and complex data analysis, presentation and dissemination of findings.</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 HCPC and BPS subdivisions (Division of Clinical Psychology, Division of Counselling Psychology).</p> <p>Familiarity with the ethical and professional standards expected of Clinical or Counselling Psychologists as per BPS 'Code of Conduct, Ethical Principles and Guidelines'.</p>		
<b>Personal</b>	<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>Personal experience of mental health problems (e.g. personal or as a carer/family member).</p>	<p>Interview/ application form/ references (in the case of new appointees).</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 manger 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 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>		
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<b>Other</b>	<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>		<p>Interview/ application form/ references (in the case of new appointees)</p>