

PERSON SPECIFICATION

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

Job/Position Title:	Highly Specialised Psychotherapist
Department/Location:	Personality Disorder and Complex Needs
Grade/Band:	8a

Criteria for Selection	Essential	Desirable	Measurement Application Form - AF Interview - IN Assessment - AS
Education/Qualifications	<p>Recognised highly specialist formal training to Masters Level or equivalent in Systemic Family Therapy 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 training and experience. Extensive clinical experiences at post-qualification level.</p>		AF/IN
Knowledge	<p>Knowledge of different pathways of care in terms of 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>Comprehensive knowledge of systemic theory, that gives a clear and coherent understanding of social constructionist, systemic and other key theories of interaction, relationship, human systems, development and psychopathology.</p> <p>An understanding of the role of psychotherapy in the</p>	AF/IN

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		<p>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>	
Skills/Experience	<p>Experience in providing highly specialist Family and Couples Therapy.</p> <p>Experience of assessing patients with complex needs and severe emotional difficulties. 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 independent practitioner.</p> <p>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.</p>		AF/IN

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	<p>Experience in offering consultation and staff support to multidisciplinary staff teams and other professionals groups.</p> <p>Ability to manage service across multiple locations, providing therapy to a range of client groups To work independently and autonomously in organising and managing a clinical caseload.</p> <p>Ability to contain and manage high levels of emotional distress and disturbance on self and others.</p> <p>Ability to make and maintain appropriate psychotherapeutic relationships.</p> <p>Ability to recognize and respond appropriately to 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</p>		
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	<p>serving adults with complex mental health problems</p> <p>Experience in leading and develop the abilities of others</p>		
Personal Qualities	<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>Ability to communicate highly complex and sensitive information to patients, relatives and other professionals, both in writing and verbally.</p> <p>High level skills to communicate systemic ideas and practice effectively both to members of the multidisciplinary team and patients and their carers.</p> <p>Ability to communicate effectively and sensitively with colleagues and other members of staff who may require emotional support or challenge to their working practice.</p>		AF/IN

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	<p>Capacity to negotiate 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>		
Additional Qualities	<p>Fitness Analysis as appropriate</p> <p>Understanding of confidentiality, data protection, legislation and Caldicott principles.</p> <p>Awareness and appreciation of equality and diversity issues.</p>		AF/IN
Corporate	Ability to Travel across Trust sites as required	Full UK Drivers Licence	AF/IN

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