

# **BIRMINGHAM AND SOLIHULL MENTAL HEALTH NHS FOUNDATION TRUST**

## **PERSON SPECIFICATION**

**Job title: Highly Specialist Clinical Psychologist, Principal Level (8c)**

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>HOW TESTED</b>
<b>Training and qualifications</b>	<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 or Forensic psychology (or its equivalent), the 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><i>(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 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.)</i></p>	<p>Post-doctoral training in one or more highly specialist areas of psychological practice.</p>	<p>Evidence of examination results and professional qualifications.</p>
<b>Experience</b>	<p>Assessed experience of working as a qualified psychologist for a minimum of 6 years post qualification, or equivalent, including at least 3 years post qualification experience in the designated speciality with which this post is concerned.</p> <p>Experience of highly 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 the professional management of qualified and pre-qualified clinical psychologists, Psychology Assistants, graduate and undergraduate students and other grades of staff within a psychology service.</p> <p>Experience of the multi-professional management of teams or services within the designated speciality.</p>	<p>Assessed by interview incorporating national assessors and references (in the case of new appointees).</p>

	<p>Experience of working with a wide variety of client groups, 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>Relevant post-qualification experience, and formal training in supervision, enabling the post holder to independently supervise clinical/forensic psychology trainees in accordance with relevant criteria adopted by local University Psychology Training Course criteria</p> <p>Experience of exercising full clinical responsibility for the psychological care and treatment of referred clients, and of working within a multidisciplinary context wherein carries responsibility for the psychological aspects of a multidisciplinary care plan.</p> <p>Experience of representing psychology within a multidisciplinary context.</p>	<p>Formal post qualification training in relevant management skills.</p> <p>Experience of representing the profession in local policy forums.</p> <p>Experience of the application of clinical/forensic 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>Assessed by appraisal review, interview, review of the post-holder's supervision and CPD records, references and as necessary the opinion of a national assessor (in the case of existing appointees).</p>
<b>Knowledge and skills</b>	<p>Advanced theoretical and practical knowledge of the field of clinical/forensic psychology, consistent with doctoral level professional training and further post qualification study, training and supervised experience during a minimum of 6 years as a qualified psychologist.</p> <p>Skills in the use of highly complex methods of psychological assessment commensurate with 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>Advanced skills, commensurate with doctoral level training and post qualification training and experience, in the formulation of highly complex problems from a psychological perspective and in the implementation of highly specialist psychological therapies, interventions and management techniques that are appropriate for use with highly complex presenting problems. Able to deliver established/evidenced based psychological therapy to fidelity.</p>	<p>Highly developed and advanced 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>Advanced level knowledge of the theory and practice of highly specialised psychological therapies and assessment methodologies.</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>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 personal safety and the safety of others, drawing on AVERT 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>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 plan, organise and 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>Knowledge of relevant legislation and DoH policy and implementation guidelines, and of the implications of such documentation for clinical practice and professional management, in relation to mental health in general and the client group with which this post is concerned,</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).</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>		
<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>Ability to contain and work with organisational stress and the ability to 'hold' the stress of others.</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</p>	<p>Personal experience of mental health problems.</p> <p>Evidence of leadership and management skills.</p>	<p>Interview/ application form/ references (in the case of new appointees); assessment/ review at annual (or as necessary more frequent) appraisal.</p>

	<p>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> <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 and within the region as required.</p>		
<b>Other</b>	<p>Ability to identify and to provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviour.</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>Awareness differing models for the delivery of psychological services and ability to articulate the value added by clinical psychology within the context of multi-disciplinary mental health services.</p> <p>Awareness and thorough understanding of key issues for the profession of clinical psychology, including debates concerning 'new ways of working'.</p> <p>Awareness and thorough understanding of the political, social and economic policy framework within which health and mental health services are delivered and an ability to articulate and interpret clearly the role of the profession of clinical psychology within this context.</p> <p>A commitment to the evaluation of services and to the participation of psychology in multi-professional and uni-professional audit.</p> <p>Commitment to working within a multicultural framework.</p>	Record of having published in either peer reviewed or academic or professional journals and/or books.	Interview/ application form/ references (in the case of new appointees); assessment/ review at annual (or as necessary more frequent) appraisal.