

PERSON SPECIFICATION

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

JOB TITLE: Clinical/Counselling Psychologist - band 7/8a

DEPARTMENT: Adult Inpatient Psychological Services

Criteria for Selection	Essential	Desirable	Measurement Application Form - AF Interview - IN Assessment – AS
Education /Qualifications	<p>Doctoral level training in Clinical/Counselling Psychology OR equivalent Psychological Therapy training (Cognitive Behavioural Therapy)</p> <p>HCPC Registration and eligibility for BPS accreditation</p> <p>Skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration.</p> <p>Good oral communication skills based on fluency on the English Language.</p> <p>Literature in IT and computer skills.</p>	<p>Post accreditation training in additional specialised areas of psychological practice e.g. CBT, CBTp, EMDR, DBT, CAT or other..</p> <p>Formal training in supervision of other psychologists/psychological therapists</p>	AF/IN
Knowledge	<p>Knowledge of mental health legislation, NHS Constitution, CPA and risk assessment and management.</p> <p>British Psychological Society Code of Professional Conduct.</p>	<p>Evidence of continuing professional development as recommended by the BPS for Clinical/Counselling Psychologist and OR recommended by BABCP/BACP for Psychological Therapists</p>	AF/IN

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	<p>Knowledge of psychological therapies and the application of current models of practice, specialist assessment tools and outcomes frameworks including specialist area of practice.</p> <p>Ability and knowledge to select and apply psychological specific interventions in the delivery of the Trust's multi professional pathways and in accordance with mental health evidence-based recommended interventions.</p> <p>Knowledge of research methodology, research design and complex, multivariate data analysis as practical within the clinical fields of psychology</p> <p>Knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality disorder, psychoses, dual diagnoses, people with additional disabilities etc.).</p> <p>Knowledge of legislation in relation to the client groups and mental health.</p> <p>Knowledge of the principles of recovery and ability to lead on recovery based provision and interventions.</p> <p>Knowledge of the principles of trauma informed care.</p> <p>Knowledge of working with external agencies to support the service user group.</p>	<p>Experience of working as a qualified clinical/counselling psychologist or psychological therapist for a minimum of two years</p> <p>Experience of specialist psychological assessment and treatment of clients across the full range of care settings, including outpatient, community, primary care and in-patient settings</p>	
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	<p>Knowledge to access support for self when required.</p> <p>Experience, knowledge and understanding of health legislation, principles of CPA and Care Management, Mental Capacity Act, Mental Health Act 1983 and safeguarding, the NHS Constitution, and risk assessment / management.</p> <p>Experience and knowledge of current best practice and models within mental health.</p> <p>Understanding of the nature of mental health conditions and how they can affect people's day-to-day life and impact upon recovery.</p> <p>Demonstrate an understanding of the Trust Core Values</p>		
Skills/Experience /Abilities	<p>Skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration</p> <p>Ability to devise comprehensive care plans that incorporate effective, individualised and evidence based interventions.</p> <p>Ability to supervise and conduct complex assessments and review of care in line with psychological formulation and CPA requirements.</p> <p>Ability and experience to critically analyse and review research findings and reports.</p>	<p>Experience of working in inpatient services.</p> <p>Experience of working in crisis settings.</p> <p>Skills and experience in the management of more junior colleagues in addition to psychological services staff.</p> <p>Experience and skills in training others/professionals in psychological theory and practice and therapeutic models</p> <p>Experience in supervising psychologists, psychotherapists or junior staff at a lower banding.</p>	AF/IN/AS

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	<p>Ability and experience to understand the need for compassion in working with colleagues, service users and families.</p> <p>Skills to support families and carers within the boundaries of their role and professional code of conduct.</p> <p>Ability and skills to deal effectively with multiple priorities whilst working under pressure and meet deadlines as required.</p> <p>Ability to participate in service reviews and research.</p> <p>Able to demonstrate a level of flexibility, innovation and creativity in the working environment as well as frequently requiring sustained and intense concentration.</p> <p>Excellent organisational skills and ability to prioritise own workload and that of others and give support to other staff in relation to priorities when required.</p> <p>Ability to work effectively and flexibly as a practitioner in a multi-disciplinary team.</p> <p>Assess and treat own caseload of service users in accordance with Trust clinical pathways, NICE guidance and evidence-based psychological practice.</p> <p>Demonstrate the ability to lead, facilitate and support inpatient group work.</p>	<p>Experience of contributing to service development</p> <p>Skills in providing consultation to other professional and non-professional groups.</p> <p>Demonstrate further specialist training and/or experience through having received a minimum of 50 hours clinical supervision of working as a specialist clinical psychologist over a minimum of 18 months, or an alternative agreed by the Director of Psychological Services</p>	
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	<p>Ability to adapt to change when required.</p> <p>Experience of leading groups and service projects.</p> <p>Excellent interpersonal and communication skills, both written and verbal, telephone manner including liaison with outside agencies.</p> <p>Well-developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and / or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.</p>		
Personal Qualities	<p>Shares the Trust's Beliefs and models this in their attitude and behaviour.</p> <p>Ensures that the organisational values 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>Able to identify own stressors and take appropriate action to prevent negative impact of this on wellbeing and seek appropriate and timely support.</p> <p>Resilience to effectively manage own emotions in response to the emotional distress of others and support other team members in this process.</p>	Ability to offer support to wider teams and groups under considerable stress and distress.	AF/IN

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	<p>Resilience in dealing with emotive situations as may arise in the course of this role.</p> <p>Awareness of environment and ability to make decisions and risk asses that will ensure their own safety and that of others (including service users).</p> <p>Ability to act responsibly and with autonomy, to be professionally accountable for therapy decisions and work within ethical guidelines of professional body and Trust policies.</p>		
Additional Qualities	<p>Ability to use and to record all patient related information on Trust electronic records system.</p> <p>Ability to Attend / chair professional meetings / reviews and report back at professional meetings / reviews on an individual / group performance.</p> <p>Provide teaching to learners on placement and at the university.</p> <p>Report back, summarise and share with others knowledge from meetings, reports, events, etc.</p> <p>Adhere to the HCPC/BPS/BABCP professional code of conduct and other professional/accreditation bodies.</p> <p>Promote and demonstrate an awareness of the importance of personal, therapeutic and</p>	<p>Ability to teach and train others using a variety of complex multi-media materials suitable for presentations within public, professional and academic setting.</p> <p>Current driver and access to a car.</p>	AF/IN

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	<p>professional boundaries with all staff.</p> <p>Valid DBS clearance.</p> <p>This post requires the post holder to be physically able to undertake the Trust's mandatory training including manual handling and carry out tasks following an appropriate risk assessment.</p> <p>Follow the Lone working policy in the community as and when needed.</p> <p>Able to work across the locality area as requested by Line Manager.</p> <p>Ability to travel independently across a defined geographical area when needed.</p>		
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