

**PERSON SPECIFICATION**

<b>JOB TITLE:</b>	<b>Psychodynamic Psychotherapist or Clinical/ Counselling Psychologist</b>
<b>BAND:</b>	<b>Band 7 permanent, 0.5 wte (2.5 days per week)</b>
<b>DEPARTMENT:</b>	<b>Newham Specialist Psychotherapy Service</b>
<b>DIRECTORATE:</b>	<b>Newham</b>
<b>REPORTING TO:</b>	<b>Dr Christina Katsakou, Psychodynamic Team Lead</b>
<b>ACCOUNTABLE TO:</b>	<b>Dr Christina Katsakou, Psychodynamic Team Lead</b>

<b>ATTRIBUTES</b>	<b>CRITERIA</b>	<b>ESSENTIAL/ DESIRABLE</b>	<b>SELECTION METHOD (S/I/T)</b>
<b>Education/ Qualification/ Training</b>	<p>Specialist training and recognized Post Graduate qualification in Adult Psychotherapy equivalent to that associated with registration with BACP, BCP and/or UKCP.</p> <p style="text-align: center;"><b>OR</b></p> <p>Specialist training and recognized Post- Graduate qualification in Adult Group Psychodynamic Psychotherapy, equivalent to that associated with registration with BACP, BPC and/or UKCP.</p> <p style="text-align: center;"><b>OR</b></p> <p>Postgraduate Doctorate in Clinical <b>OR</b> Counselling Psychology (as accredited by the BPS).</p> <p>Registered with the HCPC as a Practitioner Psychologist or with other relevant professional body (eg. BPC, BACP, UKCP).</p> <p>Formal qualification in another model of psychotherapy, preferably psychodynamically-informed.</p> <p>Formal basic training in clinical supervision.</p>	<p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Desirable</p>	S/I
<b>Experience</b>	<p>Experience of working with patients with moderate to complex mental health conditions in a number of NHS settings.</p> <p>Experience of working psychodynamically/psychoanalytically (for assessment and therapy).</p> <p>Experience of developing and delivering therapeutic interventions in various formats,</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p>	S/I



<b>Knowledge and Skills</b>	including individual and group.	Desirable	
	Experience of working within a diverse cultural setting and engaging patients with different language and cultural needs, including working with interpreters. Ability to provide a culturally-competent and non-stigmatising service including an awareness of the potential impact of discrimination and disadvantage on mental health.  Experience of providing teaching, training or supervision in psychodynamic psychotherapy.		
	Knowledge pertinent to effective risk assessment and management.	Essential	S/I
	Skills in the effective communication of technical and/or clinically sensitive information, such as comprehensive and coherent letters, reports and associated documentation.	Essential	
	Skills in maintaining high standards of record keeping and governance. Competence in advanced IT packages, including keyboard skills and use of video calling.	Essential	
	Skills in working in multidisciplinary settings and working knowledge of the practices and approaches of other key disciplines, professions and agencies involved in the care and management network, including medical, employment, social, educational, legal and criminal justice systems.	Desirable	
	Skills in providing advice and consultation to other professional and non-professional groups.	Desirable	
	Knowledge of research design and methodology, as practiced within the field of mental health.	Desirable	
	Knowledge of the theory and practice of specialised psychological therapies in specific difficult - to - treat groups (e.g. complex emotional needs, self-harm, complex trauma, psychosis, dual diagnosis, persons with additional disabilities, etc).	Desirable	
	Understanding and management of potential resistance to psychodynamic ways of thinking and working within NHS settings.	Desirable	



	Ability to identify and employ, as appropriate, clinical governance mechanisms for the support and maintenance of clinical practice in the face of regular exposure to emotive material and challenging behaviours.	Essential	S/ I
	Demonstrably respectful approach to service users, carers, colleagues, other professionals and professional contacts. Willingness to negotiate and ability to handle confrontation effectively and professionally. Ability to manage effectively verbal aggression and the risk of physical aggression.	Essential	
	Ability to identify, provide and promote appropriate means of support to carers and staff exposed to distressing situations and challenging behaviours.	Essential	
<b>Other</b>	Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.	Essential	
	Ability to contain and work with organisational stress and able to contain the stress of others.	Essential	
	Ability to remain in constrained positions for substantial proportion of working time.	Essential	
	Ability to produce high quality professional results to specified deadlines and other time constraints.	Essential	
	Ability to work creatively, co-operatively, reliably and consistently as an independent practitioner, as a mentor and supervisor, and in multi-disciplinary and team settings.	Essential	

S: Shortlisting I: Interview T: Test

