



## PERSON SPECIFICATION

**Job title: Principal Practitioner Psychologist – Band 8b**

**Steps to Recovery Services**

	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
<b>Training and Qualifications</b>	<p>Satisfactory completion of a Health and Care Professions Council/British Psychological Society accredited postgraduate professional training course in Clinical, Counselling or Forensic Psychology.</p> <p>Registered with the Health and Care Professions Council as a Practitioner Psychologist.</p> <p>Eligibility for entry onto the Register of Chartered Psychologists.</p> <p><i>(Candidates who i) possess a qualification 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>Post-doctoral training in two or more highly specialist areas of psychological practice.</p> <p>Pre-qualification training or additional qualifications in an accredited Cognitive Behavioural Therapy or other psychological therapy, research, staff training and/or other fields of applied psychology.</p> <p>Significant management and/or leadership training.</p>	Evidence of professional qualifications
<b>Experience</b>	<p>Substantial experience of working as a qualified Practitioner Psychologist at the Senior (Band 8a) level.</p> <p>Extensive post qualification experience of specialist psychological assessment and individual or group-based treatment of clients with complex difficulties across multidisciplinary adult secondary or tertiary care settings.</p> <p>Substantial 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 psychosis, 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 complex mental health and behavioural needs.</p>	Interview/ application form/ references (in the case of new appointees)

	<p>Experience of teaching, training and/or supervision.</p> <p>Substantial post qualification experience and a minimum of 50 hours receiving clinical supervision enabling the post holder to provide supervision to practitioner psychologists and others.</p> <p>Significant professional leadership experience, especially professional development, clinical governance and supervision and appraisal.</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 psychological services within a multidisciplinary context.</p>	<p>Experience of team-based risk assessment, formulation, and management.</p> <p>Relevant post-qualification experience, and formal training in supervision, enabling the post holder to independently supervise trainees in accordance with relevant criteria adopted by local University training course criteria.</p>	
<p><b>Knowledge and Skills</b></p>	<p>Highly 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 highly complex methods of psychological assessment commensurate with doctoral level training, including specialist clinical interviewing, behavioural observation and 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>Highly developed skills, commensurate with doctoral level training and/or 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</p>	<p>Highly developed 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</p>	<p>Interview/ application form/ references (in the case of new appointees); assessment/ review at annual (or as necessary more frequent) appraisal.</p>

	<p>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 service users, 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 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>Postgraduate or doctoral level knowledge of research methodology, research design and complex data analysis, presentation, and dissemination of findings.</p> <p>Ability to 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>In depth knowledge of clinical governance and clinical risk management.</p>	<p>general and the client group with which this post is concerned.</p> <p>Experience of effective redesign and improvement methodologies.</p>	
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	<p>Understanding of equal opportunities policies and of how institutionalised and internalised oppression works and how to confront it.</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>Evidence of continuing professional development consistent with expected standards of the HCPC and British Psychological Society and subdivisions (Division of Clinical Psychology, Division of Counselling Psychology, Division of Forensic Psychology) and other relevant professional bodies.</p> <p>Familiarity with the ethical and professional standards expected of Clinical, Counselling or Forensic Psychologists as per BPS 'Code of Conduct, Ethical Principles and Guidelines' (where relevant) and other professional bodies guidelines.</p>		
<p><b>Personal Qualities</b></p>	<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 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>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 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>Awareness of own strengths &amp; weaknesses and impact on others.</p> <p>Empowers other staff members – striving to facilitate others’ contributions, nurturing capability and long-term development.</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> <p>Commitment to the involvement of service users and carers on the development and delivery of mental health and other care services.</p>		
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<p><b>Other</b></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>Commitment to working within a multicultural framework.</p> <p>Willingness to travel between sites within the Trust as required.</p> <p>Demonstrates Trust values: compassionate, inclusive and committed.</p>		<p>Interview/ application form/ references (in the case of new appointees)</p>
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