

PERSON SPECIFICATION

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

JOB TITLE: Specialist Family and Couples Therapist – Band 8a

DEPARTMENT: Transitions Psychology Service

Criteria for Selection	Essential	Desirable	Measurement Application Form - AF Interview - IN Assessment – AS
<p>Education/Qualifications</p> <p>Recognized highly specialist formal training to Masters Level or equivalent in Systemic Family Therapy and UKCP Registration</p> <p>Recognized qualification in one of the core mental health professions (e.g. nursing psychology, occupational therapy, social work) or extensive relevant work</p> <p>Extensive clinical experiences at post-qualification level; minimum 4 years</p>	<p>✓</p> <p>✓</p> <p>✓</p>		<p>AF/IN</p>
<p>Knowledge</p> <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 polices.</p>	<p>✓</p> <p>✓</p> <p>✓</p>		<p>AF/IN</p>

WE CARE. WE LEARN. WE EMPOWER.

<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, normal development and psychopathology.</p> <p>An understanding of the role of family therapy in the modern NHS health service.</p>		<p>✓</p> <p>✓</p>	
<p>Skills/Experience</p> <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>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>AF/IN</p>

WE CARE. WE LEARN. WE EMPOWER.

Experience in offering consultation and staff support to multidisciplinary staff teams and other professionals groups.	✓		
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.	✓		
Ability to contain and manage high levels of emotional distress and disturbance on self and others.	✓		
Ability to make and maintain appropriate psychotherapeutic relationships.	✓		
Ability to recognize and respond appropriately to risks such as suicide or harm to others.	✓		
Experience in ability to prioritize and organize clinical work and those of others	✓		
Ability to cope with increasing demands and work under pressure.	✓		
Self-motivated and the capacity to motivate others.	✓		
Ability to contribute directly and indirectly to a psychologically based framework of	✓		

WE CARE. WE LEARN. WE EMPOWER.

<p>understanding and care to the benefit of all clients of the service, across all settings and agencies serving adults with complex mental health problems.</p> <p>Experience in leading and develop the abilities of others.</p>	<p>✓</p> <p>✓</p>		
<p>Personal Qualities</p> <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</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>AF/IN</p>

<p>members of staff who may require emotional support or challenge to their working practice.</p> <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>			
<p>Additional Qualities</p> <p>Fitness Analysis as appropriate ✓</p> <p>Current driving licence ✓</p> <p>Ability to travel across sites and across Trust boundaries to attend meetings, etc. ✓</p> <p>Understanding of confidentiality, data protection, legislation and Caldicott principles. ✓</p> <p>Awareness and appreciation of equality and diversity issues. ✓</p>			AF/IN