

Person Specification

Post: Cognitive Behavioural Therapist/High Intensity Therapist- Band 7

Attribute	Essential The qualities without which a post holder could not be appointed	Desirable Extra qualities which can be used to choose between candidates who meet all the essential criteria	How Assessed e.g. application form, interview, test, in-tray exercise etc
Education / Qualifications	<ul style="list-style-type: none"> IAPT High Intensity Training or Doctoral Clinical/Counselling Psychology with BABCP accreditation or working towards this. Or, registered health professional and an IAPT recognised PGD in CBT. BABCP Accreditation 	<ul style="list-style-type: none"> Undertaken post-qualification further training in a specialised area of psychological practice e.g. CBT, IPT, CAT, EMDR, CBT for LTC etc. Particularly relevant NICE recommended treatments. Undertake training in the supervision of trainees and other therapists 	<ul style="list-style-type: none"> Application Form Certificate(s) Interview
Experience	<ul style="list-style-type: none"> Assessed experience of working as a qualified CBT therapist. Or, experience of working in mental health delivering CBT treatment. Experience of working with patients with a wide range of presentations (delivering CBT / other psychological interventions to this group) Experience of psychological assessment, formulation, and treatment of clients. Ability to meet agreed/specified service targets. Proven ability to communicate clearly in difficult and complex situations. 	<ul style="list-style-type: none"> Experience of working in different settings. Experience of working in an IAPT Service. Worked in a service where agreed targets in place demonstrating clinical outcomes. Experience of teaching, training and/or supervision. Experience of implementing service policies and procedures. Experience of specialist area of interest/ or champion role. Experience of delivering group interventions. 	<ul style="list-style-type: none"> Application Form Interview

Knowledge	<ul style="list-style-type: none"> • Demonstrates an understanding of the national IAPT service and how it links to governmental objectives. • An awareness and understanding of issues of working with patient with LTC. • Knowledge of government guidelines / best practice around delivering psychological therapy to patients with long term conditions / development of IAPT services in this area. • Demonstrates an understanding for the need to use evidence based psychological therapies and how it relates to this post. 	<ul style="list-style-type: none"> • Knowledge of the theory and practice if specialised psychological therapies. • Formal training in supervision of CBT. • Knowledge of stepped care model, and clinical decisions of step up/ step down processes. 	<ul style="list-style-type: none"> • Application Form • Interview
Skills and Abilities	<ul style="list-style-type: none"> • Can deliver high intensity CBT. • Able to deliver interventions to a wide range of service users. • Well-developed skills in the ability to communicate effectively orally and in writing. • Skills in providing clinical advice to other professional and non-professional staff. • IT skills sufficient to use computers for communication, data management and writing reports. • Ability to demonstrate developing self-care skills. • Ability to deliver, measure and monitor outcomes. 	<ul style="list-style-type: none"> • Skills in producing relevant self-help and progress monitoring tools. • Ability to cope and deal with distressing and complex information. 	<ul style="list-style-type: none"> • Application Form • Interview
Work Related Circumstances	<ul style="list-style-type: none"> • Willingness to be flexible and adaptable. • Able to contain and work with high levels of distress from clients. • Ability to work within a team fostering good working relationships and with staff from other disciplines. 	<ul style="list-style-type: none"> • Knowledge and experience of the PCMIS operating system. 	<ul style="list-style-type: none"> • Application Form • Interview

	<ul style="list-style-type: none"> • Good organisational skills and time management. • Ability to self- reflect and use supervision appropriately. • Ability to use CPD. • Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs • Willing to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies. • Appointments to regulated and controlled activities require an enhanced DBS disclosure. 		
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