

Person Specification

Post: Highly Specialist Clinical Counselling Psychologist Psychological Therapist – Band 8a

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	<p>Doctorate in Clinical/Counselling Psychology and registration with the Health Professions Council</p> <p>OR</p> <p>UKCP registered therapist with core professional qualification e.g. RMN; OT; MHSW and Masters qualification in Psychotherapy plus experience/training to Doctoral level</p> <p>OR</p> <p>BABCP/BACP accredited CBT/therapist with additional training in for example EMDR/DBT plus experience/training to Doctoral level</p>	<ul style="list-style-type: none"> • Further qualifications and / or training in a range of therapy models / interventions i.e. CAT • Further training and/or qualifications in the delivery of clinical supervision 	<ul style="list-style-type: none"> • Application Form • Certificate(s) • Interview
Experience	<ul style="list-style-type: none"> • Experience of specialist psychology assessment and treatment across the full range of care settings, including outpatient, community, primary care and in-patient settings. • Experience of working with a wide variety of client groups, across the whole life course presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism 	<ul style="list-style-type: none"> • Experience in teaching / training of other qualified mental health staff / non-psychology staff • Experience of developing and conducting service-related research, including, i.e., clinical audits or service evaluations. • Delivering psychological therapy in a group format (e.g. DBT, CBT, Schema Therapy, CFT). 	<ul style="list-style-type: none"> • Application Form • Interview

	<p>in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.</p> <ul style="list-style-type: none"> • Experience of working within multidisciplinary services in mental health • Experience of providing clinical supervision to other psychological therapists 	<ul style="list-style-type: none"> • Experience of the application of psychological therapies in different cultural contexts. 	
Knowledge	<ul style="list-style-type: none"> • Evidence of continuing professional development as recommended by the BPS, BABCP, BACP. • Knowledge of the application of clinical governance and risk management policies • Knowledge of the practice implications of National guidance and policy, e.g. Nice Guidance, MHA, etc. 	<ul style="list-style-type: none"> • Knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality disorder, dual diagnosis, people with additional disabilities etc.). • High-level knowledge of the theory and practice of at least two specialised psychological therapies. • Knowledge of legislation in relation to working age adults and mental health. • Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of clinical psychology 	<ul style="list-style-type: none"> • Application Form • Interview
Skills and Abilities	<ul style="list-style-type: none"> • Well-developed skills in the ability to communicate effectively, orally and in writing, highly technical and clinically sensitive information to service users, carers and other professional colleagues. • Skills in the use of complex methods of psychological assessment and 	<ul style="list-style-type: none"> • Experience of working within a multicultural framework. • Strong interest and experience of working with service users with severe / complex needs. • 	<ul style="list-style-type: none"> • Application Form • Interview

	<p>intervention frequently requiring sustained and intense concentration.</p> <ul style="list-style-type: none"> • Skills in providing consultation to other professional and non-professional groups. • Ability to prioritise work, manage waiting lists, meet deadlines and revise work plans accordingly • Ability to teach and train others using a variety of complex and multi-media materials suitable for presentations within public, professional and academic settings. • Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour. 		
Work Related Circumstances	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • Commitment to participating in quality improvement initiatives in psychological services • Willing to work flexibly to meet the needs of service users. 	<ul style="list-style-type: none"> • Application Form • Interview