

**Person Specification for Clinical Psychologist / Systemic Psychotherapist in Early Intervention and Looked After Children – Band 7  
 Hillingdon CAMHS and London Borough of Hillingdon**

CRITERIA	ESSENTIAL Requirements necessary for safe and effective Performance in the job	SEE KEY *	DESIRABLE Where available, elements that would contribute to Immediate performance in the job	SEE KEY *
<b>Education and Qualifications</b>	<p>Postgraduate doctoral training in clinical psychology, including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology, as accredited by the BPS.</p> <p>Registration as a Clinical Psychologist with the Health and Care Professions Council</p> <p>Or</p> <p>have completed a training on a postgraduate course which must be accredited by the Association for Family Therapy <b>and</b> be registered with the United Kingdom Council for Psychotherapy (UKCP) as a Systemic and Family Psychotherapist</p>	<b>A</b>	Pre/ Post-qualification training and qualifications in research methodology, staff training and/or other field of applied psychology or relevant area of practice.	A

<b>Previous Experience</b>	<p>Experience of specialist psychological/ systemic assessment and treatment of clients across a range of care settings (e.g.outpatient, primary care, inpatient).</p> <p>Experience of working with a variety of client groups, including maintaining a high degree of professionalism in theface of highly emotive and distressing problems, verbal abuseand the threat of physical abuse.</p> <p>Experience of working in a CAMHS setting</p>	<b>A I</b>	<p>Experience of teaching, training and/or supervision.</p> <p>Experience of working with Looked After Children Adopted, Children in Need, children in Need of Protection or vulnerable children/ young adults</p> <p>Experience of the application of clinical psychology/ systemic psychotherapy in different cultural contexts.</p> <p>Experience of working with interpreters.</p> <p>Experience of the use of a range of cognitive andneuropsychological tests, and diagnostic tools.</p>	<b>A I</b>
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<b>Skills and knowledge</b>	<p>Skills in the use of complex methods of psychological / systemic assessment, intervention and management frequently requiring sustained and intense concentration.</p> <p>Skills in the ability to communicate effectively, orally and in writing, information to clients, their families, carers and other professional colleagues both within and outside the NHS.</p> <p>Skills in providing consultation to other professional and non-professional groups.</p> <p>Knowledge of research methodology, research design and data analysis as practiced within the clinical fields of psychology.</p> <p>Knowledge of effective Child Protection Strategies.</p> <p>Knowledge of issues relating to consent/ capacity</p>	A I	<p>Knowledge of the theory and practice of evidence based psychological/ systemic therapies in specific difficult to treat groups (e.g. children with challenging behaviours, developmental delays, post traumatic stress disorder, and complex trauma, neuro developmental difficulties, and interpersonal difficulties).</p> <p>Knowledge and skills in specialist psychological/ systemic assessment and treatment with children and young people who are looked after or adopted.</p> <p>Knowledge of legislation in relation to the client group and mental health.</p> <p>Skills of assessing mental health risk and safeguarding concerns</p>	A I
<b>Attitudes, aptitudes, personal characteristics</b>	<p>Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.</p> <p>Enthusiastic, flexible and confident approach to working within a team</p> <p>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. In particular:</p> <ul style="list-style-type: none"> <li>• Understands and able to implement and promote the Equal Opportunities Policy at a level appropriate to the post.</li> <li>• Understands and can apply confidentiality and information sharing policy and procedures</li> </ul>	I	Experience of working within a multicultural framework.	I
<b>Other</b>	Sickness (or attendance) record that is acceptable to the Trust. Declared medically fit by the Occupational Health department to perform the duties of the post.			

\* **Key:** Measured by **A** = Application Form, **I** = Interview

The NHS Knowledge and Skills Framework (KSF) is designed to form the basis of a development review process. This is an ongoing cycle of review, planning, development and evaluation of staff in the NHS.

**Title of Post: INSERT JOB TITLE**

**Key**

Foundation KSF outline – to meet after 12 months in post	
Full KSF Outline	

NHS KSF Dimensions	Needed for Post	Level for Post			
		1	2	3	4
<b>Core Dimensions</b> (Key aspects of all jobs in the NHS) <a href="#">(Please refer to KSF Review Process For Dimension Level Criteria)</a>					
<b><u>1. Communication</u></b>					
<b><u>2. Personal and People Development</u></b>					
<b><u>3. Health, Safety and Security</u></b>					
<b><u>4. Service Improvement</u></b>					
<b><u>5. Quality</u></b>					
<b><u>6. Equality and Diversity</u></b>					

**Title of Post: INSERT JOB TITLE**

(Specific dimensions may apply, or cease to apply, at different stages of the development of a role).

### Key

Foundation KSF outline – to meet after 12 months in post	
Full KSF outline	

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