

**PERSON SPECIFICATION**

**Job title: Band 7 Clinical or Counselling Psychologist**

|                                    | <b>ESSENTIAL</b>   | <b>DESIRABLE</b>  | <b>HOW TESTED</b>   |
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| <b>Training and qualifications</b> | <p>The Graduate Basis for Registration (further to completion of an honours degree in psychology accredited by the British Psychological Society, or, in the case of courses that are not accredited or where the first degree is not in psychology, by completion of the Society's Qualifying examination, or completion of a Society accredited Conversion Course).</p> <p>Satisfactory completion of a British Psychological Society accredited Doctoral Level postgraduate professional training course in clinical or counselling psychology, the completion of which includes the study of models of psychopathology, psychometric and neuropsychological assessment, two or more distinct psychological therapies and lifespan developmental psychology.</p> <p>Eligibility for entry onto the HCPC Register of Practitioner Psychologists.</p> | <p>Pre-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology.</p>   | <p>Evidence of examination results and professional qualifications.</p> |
| <b>Experience</b>                  | <p>Experience working in Secondary Mental Health services.</p> <p>Experience of specialist psychological assessment and treatment of clients across the full range of care settings, to include at least two of the following settings: primary mental health, secondary mental health, specialist mental health care, inpatient/residential care</p> <p>Experience of working with a wide variety of client groups, with clients of all ages across the lifespan and of wide-ranging presenting problems that reflect the full spectrum of clinical complexity and severity.</p>  | <p>Experience of teaching, training and/or supervision.</p> <p>Experience of developing and running group based interventions for clinical problems.</p> <p>Experience of the application of psychology in different cultural contexts.</p> <p>Experience of working therapeutically with 'difficult to treat' clients.</p>   | <p>Interview/ application form/ references</p>                          |
| <b>Knowledge and skills</b>        | <p>Highly developed specialist knowledge in the field of clinical or counselling psychology commensurate with completion of professional training at Doctorate level.</p> <p>Skills in the use of complex methods of psychological assessment commensurate with recent doctoral level training, including specialist clinical interviewing, behavioural observation, and use of psychometrics.</p> <p>Skills commensurate with recent doctoral level training in the formulation of problems from a psychological perspective and in the implementation of psychological therapies, interventions and management techniques that</p>   | <p>Knowledge of the theory and practice of specialised psychological therapies in specific 'difficult to treat' groups (e.g. personality disorder, challenging behaviour, dual diagnoses, people with additional disabilities etc).</p> <p>Able to use psychometric tests and psychological equipment in accordance with standardised timing, stimulus presentation and response monitoring requirements.</p> | <p>Interview/ application form/ references</p>                          |

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|  | <p>are appropriate for use with complex 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 patients, 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, drawing on training in de-escalation and breakaway where provided, to promote personal safety and the safety of others.</p> <p>Skills in providing consultation and advice from a psychological perspective to members of other professional and non-professional groups.</p> <p>Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.</p> <p>Ability to 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>Awareness and understanding of the differential needs of people from black and minority ethnic groups and of the service issues arising within a multicultural urban area</p> <p>Familiarity with the ethical and professional standards expected of Practitioner Psychologists registered with the HCPC</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 general and the client group with which this post is concerned.</p> <p>Current driving licence and car/motorbike owner</p> |  |
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| <p><b>Personal</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>Ability to work independently, reliably, consistently and with initiative (seeking guidance when necessary) in circumstances where objectives are agreed and reviewed at agreed intervals.</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> <p>Willingness to travel between sites within the Trust as required.</p> | <p>Personal experience of mental health problems.</p> | <p>of Interview/ application form/ references</p> |
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| <b>Other</b> | Ability to accept and use supervision appropriately and effectively.<br><br>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.<br><br>Commitment to working within a multicultural framework. |  | Interview/<br>application<br>form/<br>references |
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