

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE	HOW EVALUATED?
TRAINING AND QUALIFICATIONS	Honours Degree in Psychology. Eligibility for Graduate membership of the British Psychological Society. Post-graduate Doctoral qualification in Clinical Psychology (or its equivalent for those trained prior to 1996 or for those trained overseas), as accredited by the British Psychological Society. Registered with the Health and Care Professions Council.	Pre-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology.	Application, CV, Interview, References, CPD Log and inspection of relevant documentation, as appropriate.
EXPERIENCE	Experience of specialist psychological assessment and treatment of clients across a wide range of care settings. Experience of working with a wide variety of client groups across the whole of the life span.	Experience of teaching, training and/or supervision. Experience of the application of clinical psychology in different cultural contexts.	Application, CV, Interview, References, CPD Log and inspection of relevant documentation, as appropriate.
KNOWLEDGE AND SKILLS	Doctoral level knowledge of clinical psychology including highly developed knowledge of lifespan developmental psychology and models of psychopathology. Doctoral level knowledge of research design and methodology, including multivariate data analysis as practised within the field of clinical psychology. Knowledge of relevant legislation and its implications for clinical practice. Skills in the use of complex methods of psychological assessment, intervention and management, involving intense levels of concentration	Knowledge of the theory and practice of specialised psychological therapies in specific difficult-to-treat groups (e.g. personality disorder, dual diagnoses and people with additional disabilities). Welsh speaking.	Application, CV, Interview, References, CPD Log and inspection of relevant documentation, as appropriate.

	Well-developed skills in the ability to effectively communicate very complex, highly technical and clinically sensitive information, both orally and in writing, to clients, their families, carers and other professional colleagues both within and outside the NHS. Skills in providing consultation to other professional and non-professional groups. Capable of assimilating complex information, tolerating uncertainty and carrying out problem solving in situations that are multi-faceted Well-developed skills for managing workload and organising activities, especially when faced with competing demands Capable of working in a highly empathic manner with clients and other professional colleagues in a range of relationships and settings in and outside of the NHS, with the ability to effectively address situations where clients and professionals are unreceptive or confrontational. Capable of computer skills as developed through practice over a period of time. The ability to work collaboratively with a wide range of colleagues from different professional and managerial backgrounds. The ability to identify and employ appropriate clinical governance mechanisms such as supervision and CPD for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.		
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	The ability to use a variety of complex multi-media materials for a range of purposes such as teaching and training. Capable of maintaining a high degree of professionalism when dealing daily with high levels of emotion and distressing situations, and in response to verbal abuse and the threat of physical abuse.		
OTHER	Evidence of continuing professional development as recommended by the British Psychological Society. Enthusiasm for a broad range of psychological phenomena. Ability to travel between sites in a timely manner		Application, CV, Interview, References, CPD Log and inspection of relevant documentation, as appropriate.

MANYLEB YR UNIGOLYN

	HANFODOL	DYMUNOL	SUT BYDD YN CAEL EI WERTHUSO?
HYFFORDDIANT A CHYMWYSTERAU	Gradd Anrhydedd mewn Seicoleg. Yn gymwys ar gyfer aelodaeth Raddedig â Chymdeithas Seicoleg Prydain Cymhwyster Doethurol Ôl-raddedig mewn Seicoleg Glinigol (neu gyfwerth ar gyfer y rheiny a hyfforddodd cyn 1996 neu'r rheiny a hyfforddodd dramor), fel achredwyd gan Gymdeithas Seicolegol Prydain Wedi cofrestru â'r Cyngor Gweithwyr Proffesiynol Iechyd a Gofal.	Hyfforddiant cyn-gymhwyso a chymwysterau mewn methodoleg ymchwil, hyfforddiant staff a / neu feysydd eraill seicoleg gymhwysol.	Cais, CV, Cyfweliad, Cyfeiriadau, Log DPP ac archwilio dogfennau perthnasol, fel y bo'n briodol.
PROFIAD	Profiad o asesu a thrin seicolegol arbenigol cleientiaid ar draws ystod eang o leoliadau gofal. Profiad o weithio gydag amrywiaeth eang o grwpiau cleientiaid ar draws yr holl oes	Profiad o addysgu, hyfforddi a / neu oruchwylio. Profiad o gymhwyso seicoleg glinigol mewn gwahanol gyd-destunau diwylliannol.	Ffurflen gais, CV, Cyfweliad, Geirdaon, Cofnod DPP ac archwilio dogfennau perthnasol, fel sy'n briodol.
GWYBODAETH A SGILIAU ist point does not match eng v	Gwybodaeth ar lefel ddoethurol o seicoleg glinigol gan gynnwys gwybodaeth ddatblygedig iawn o seicoleg ddatblygiadol hyd oes a modelau seicopatholeg. Gwybodaeth ar lefel ddoethurol o ddylunio a methodoleg ymchwil, gan gynnwys dadansoddi data aml-amrywedd fel sy'n cael ei	Gwybodaeth am theori ac ymarfer therapïau seicolegol arbenigol mewn grwpiau penodol anodd eu trin (e.e. anhwylder personoliaeth, diagnosis deuol a phobl ag anableddau ychwanegol). Cymraeg yn siarad.	Cais, CV, Cyfweliad, Cyfeiriadau, Log DPP ac archwilio dogfennau perthnasol, fel y bo'n briodol.

	Gwybodaeth am ddeddfwriaeth berthnasol a'i goblygiadau ar gyfer ymarfer clinigol. Sgiliau wrth ddefnyddio dulliau cymhleth o asesu, ymyrraeth a rheolaeth seicolegol, sy'n cynnwys lefelau dwys o ganolbwyntio Sgiliau datblygedig yn y gallu i gyfathrebu gwybodaeth gymhleth, hynod dechnegol a sensitif yn glinigol yn effeithiol, ar lafar ac yn ysgrifenedig, i gleientiaid, eu teuluoedd, gofalmwyr a chydweithwyr proffesiynol eraill o fewn a thu allan i'r GIG. Sgiliau wrth ymgynghori â grwpiau proffesiynol ac amhroffesiynol eraill. Yn gallu cymhathu gwybodaeth gymhleth, goddef ansicrwydd a datrys problemau mewn sefyllfaoedd amlochrog Sgiliau datblygedig ar gyfer rheoli llwyth gwaith a threfnu gweithgareddau, yn enwedig wrth wynebu gofynion cystadleuol Yn gallu gweithio mewn modd hynod empathig gyda chleientiaid a chydweithwyr proffesiynol eraill mewn ystod o berthnasoddedd a lleoliadau yn y GIG a'r tu allan iddo, gyda'r gallu i fynd i'r afael yn effeithiol â sefyllfaoedd lle mae cleientiaid a gweithwyr proffesiynol yn anymwybodol neu'n wrthdaro. Yn gallu sgiliau cyfrifiadurol fel y'u datblygwyd trwy ymarfer dros gyfnod o amser. Y gallu i weithio ar y cyd ag ystod eang o gydweithwyr o wahanol gefndiroedd proffesiynol a rheolaethol.		
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	Y gallu i nodi a defnyddio mecanweithiau llywodraethu clinigol priodol fel goruchwyliaeth a DPP ar gyfer cefnogi a chynnal ymarfer clinigol yn wyneb dod i gysylltiad rheolaidd â deunydd hynod emosiynol ac ymddygiad heriol. Y gallu i ddefnyddio amrywiaeth o ddeunyddiau amlgyfrwng cymhleth at ystod o ddibenion megis addysgu a hyfforddi. Yn gallu cynnal lefel uchel o broffesiynoldeb wrth ddelio bob dydd â lefelau uchel o emosiwn a sefyllfaoedd trallodus, ac mewn ymateb i gam-drin geiriol a bygythiad cam-drin corfforol.		
ARALL	Tystiolaeth o ddatblygiad proffesiynol parhaus fel yr argymhellwyd gan Gymdeithas Seicolegol Prydain. Brwdfrydedd dros ystod eang o ffenomenau seicolegol.		Cais, CV, Cyfweliad, Cyfeiriadau, Log DPP ac archwilio dogfennau perthnasol, fel y bo'n briodol.

