

**R&S3: Employee Specification Template**

**Employee Specification / Selection Assessment Form**

JOB TITLE:	Senior Clinical Psychologist
BAND:	8a
POST REFERENCE NO:	

This first section is used to define your criteria – this will be shared with all candidates as part of the recruitment process. All criteria should be job related and be able to be assessed through the selection process.

**RATING SYSTEM**

All criteria will be assessed against the following rating system:

- 0 – No evidence
- 1 – Some, but insufficient evidence
- 2 – Sufficient evidence
- 3 – Evidence exceeded

A weighting will be applied (x2 for essential criteria; x1 for desirable).

For all essential criteria a score of less than 2 means that the candidate is not appointable.

**SHORT LISTING CRITERIA**

These should be criteria that can be assessed using the application form. It is best to use only essential criteria for short-listing purposes. If other pre-interview/selection tools are being used e.g. Talent Screener please include these in the relevant section.

**INTERVIEW/SELECTION PROCESS CRITERIA**

These should be criteria that can be assessed following shortlisting and any pre-interview/selection tools. You may wish to use additional selection methods and if you do, please indicate this against the relevant criteria



	<p>community, primary care and in patient settings.</p> <p>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 in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.</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 distressing clinical</p>	<p>ESSENTIAL</p> <p>ESSENTIAL</p>		<p>Shortlisting Application Form Interview</p> <p>Application Form Interview</p>
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	<p>experiences and strategy behaviours.</p> <p>Experience of teaching, training and/or supervision.</p> <p>Experience of the application of clinical psychology / Psychotherapy in different cultural contexts.</p> <p>Significant post qualification experience in an area of practice relevant to the service specified in the job summary, to include assessment of risk.</p>	<p>ESSENTIAL</p> <p>ESSENTIAL</p> <p>ESSENTIAL</p>		<p>Shortlisting Application Form Interview</p> <p>Application Form Interview</p> <p>Shortlisting Application Form Interview</p>
	<p><b>KNOWLEDGE &amp; SKILLS</b></p> <p>Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration</p>	<p>ESSENTIAL</p>	<p>0 = No evidence of knowledge/skills in relevant area</p> <p>1 = Evidence of some knowledge/skills but further development required</p> <p>2 = Evidence of knowledge/skills in relevant area</p> <p>3 = Evidence of extensive knowledge/skills in relevant area</p>	<p>Shortlisting Application Form Interview</p>

<p>Able to draw on a range of psychological and theoretical approaches to inform assessment, formulation, and therapy. High level knowledge of the theory and practice of at least two specialised psychological therapies.</p>	<p>ESSENTIAL</p>		<p>Shortlisting Application Form Interview</p>
<p>Well-developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.</p>	<p>ESSENTIAL</p>		<p>Shortlisting Application Form Interview</p>
<p>Ability to maintain a high degree of professionalism in the face of highly emotive and distressing problems,</p>	<p>ESSENTIAL</p>		<p>Application Form Interview</p>

<p>verbal abuse and the threat of physical abuse.</p>			
<p>Skills in providing consultation to other professional and non-professional groups.</p>	ESSENTIAL		Application Form Interview
<p>Knowledge of legislation in relation to the client group and mental health.</p>	ESSENTIAL		Application Form Interview
<p>Skills in research, audit and evaluation</p>	ESSENTIAL		Application Form Interview
<p>Personal experience of mental health problems.</p>	DESIRABLE		Application Form Interview
<p>Experience of working within a multicultural framework</p>	ESSENTIAL		Application form Interview
<p>The post holder requires a current driving licence and access to a vehicle to enable travel across the West Yorkshire region and visits to out of area hospitals.</p>	ESSENTIAL		Application form



	2	3	2	2	2	2	3	2	18	X2	36	Y
	3	3	3	2	2	2	2	2	23	X2	46	Y
	3	3	2	2	2	1	2	2	17	X2	34	N

**Desirable Criteria**

CANDIDATE NUMBER	CRITERIA NUMBER								TOTAL SCORE
	11	12	13	14					
	0	1	0	0					1
	2	2	2	1					7
	0	0	2	1					3

**Candidate Assessment**

**(ONLY INCLUDE THOSE CANDIDATES WHO ARE ASSESSED AS APPOINTABLE BASED ON THE ESSENTIAL CRITERIA)**

CANDIDATE NUMBER	ESSENTIAL SCORE	DESIRABLE SCORE	TOTAL SCORE
123456	36	1	37
123458	46	7	53

**APPOINTED CANDIDATE = \_\_\_\_\_**

**Appointing Officer**

Signature ..... Date .....