

**PERSON SPECIFICATION Consultant Lead Psychologist**

	<b>Essential</b>	<b>Desirable</b>	
<b>TRAINING &amp; QUALIFICATIONS</b>	<p>Post-graduate doctoral level training in clinical, counselling or forensic psychology including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology.</p> <p>Full registration with HCPC as a practitioner psychologist Training in supervision of psychological practice</p>	<p>Post-doctoral training in one or more additional specialised areas of psychological practice.</p> <p>Accreditation in one or more additional specialised areas of psychological practice.</p> <p>Attendance at relevant management training courses and events</p> <p>Training and / or qualifications in Leadership</p>	
<b>EXPERIENCE</b>	<p>Substantial assessed experience of working as a qualified practitioner psychologist, including significant post qualification experience within the designated specialty where the post is located.</p> <p>Experience of working with a wide variety of client groups, across the whole life course and presenting with the full range of clinical severity across the full range of care settings including outpatient, community, primary care, in-patient and residential care settings 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>Experience of leading and providing psychological services to diverse communities that are culturally competent and anti-discriminatory</p> <p>Experience of exercising full clinical responsibility for clients' psychological care and treatment, both as a professionally</p>	<p>Experience of professional management of qualified and pre-qualified clinical psychologists.</p> <p>Experience of multi-professional management of teams or services within the designated specialty.</p> <p>Experience of representing the profession in local policy forums.</p> <p>Experience of the application of psychology in different cultural contexts.</p> <p>Experience of designing and implementing research projects.</p> <p>Experience of working with or in Offender Personality Disorder (OPD) pathway services.</p>	<p>Assessed by interview using National Assessors, supervision record and references.</p>

	<p>qualified care co-ordinator and also within the context of a multi-disciplinary care plan.</p> <p>Experience of teaching, training and/or professional and clinical supervision.</p> <p>Experience of working in prisons or secure settings.</p> <p>Experience of working with those with offending histories, high risk behaviours and complex clinical presentations</p> <p>Experience of working with commissioners and other external partners and stakeholders.</p> <p>Experience of leading service developments</p>		
<p><b>KNOWLEDGE AND SKILLS</b></p>	<p>Highly developed knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality disorder dual diagnoses, people with additional disabilities and severely challenging behaviours etc.)</p> <p>Doctoral level knowledge of clinical psychology including highly developed knowledge of lifespan developmental psychology, models of psychopathology, clinical psychometrics and neuropsychology, and two or more distinct psychological therapies.</p> <p>Skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration.</p> <p>A high level ability to communicate effectively at both a written</p>	<p>Highly developed knowledge of the theory and practice of highly specialised psychological therapies.</p>	

	<p>and oral level complex, highly technical and clinically sensitive information to clients, their families, carers and a wide range of lay and professional persons within and outside the NHS.</p> <p>Skills in providing consultation to other professional and non-professional groups.</p> <p>Knowledge and skills of risk assessment and ability to perform a clinical risk assessment.</p> <p>Experience of functioning at a senior consultant level Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of clinical psychology.</p> <p>Knowledge of legislation and its implications for both clinical practice and professional management in relation to the client group and mental health.</p> <p>Evidence of continuing professional development as recommended by the BPS and required to maintain HCPC registration.</p> <p>Formal training in supervision of other psychologists.</p> <p>Skills in budgetary management and implementation of high quality governance processes.</p>		
--	--	--	--

<p><b>PERSONAL</b></p>	<p>Enthusiasm for a broad range of psychological phenomena, an interest in models of service delivery, and an ability to articulate the value added by clinical psychology services within the context of multi-disciplinary mental health services.</p> <p>Ability to contain and work with organisational stress and ability to 'hold' the stress of others.</p> <p>Ability to withstand high levels of emotionally charged situations.</p> <p>Ability to encourage, inspire and develop others to their full potential.</p> <p>Flexible and adaptable attitude to work tasks.</p> <p>Ability to generate ideas, innovate and complete a complex range of tasks in an autonomous manner demonstrating excellent ability to prioritise and time manage.</p>	<p>A commitment to the evaluation of services, enthusiasm for both multi-professional and uni-professional audit, and a wish to continue to develop expertise in the service area.</p> <p>Ability to demonstrate leadership and management skills.</p>	
------------------------	--	--	--

<p><b>OTHER</b></p>	<p>Professional values that align with those of the NHS, CNWL and Psychological Professions</p> <p>Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours.</p> <p>Ability to identify, and employ, as appropriate, clinical governance mechanisms for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.</p> <p>Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.</p> <p>Ability to articulate and interpret clearly the role of the profession of clinical psychology based upon a good understanding of the framework of government and national professional policy.</p> <p>Willingness and ability to travel across sites to reach numerous geographical locations of OC and OPD services.</p> <p>Ability to obtain and maintain appropriate security vetting and clearance to work in secure settings.</p>	<p>Experience of working within a multicultural framework.</p> <p>Record of having published in either peer reviewed or academic or professional journals and/or books.</p>	
---------------------	---	---	--