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## Person Specification

**Job Title:** Principal Applied Psychologist

**Band:** 8b

**Department:**

**All candidates will be considered on their ability to meet the requirements of this person specification.**

E = Essential criterion for the role      D = Desirable criterion for the role.

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Attributes/Skills	Key Requirements	Criteria E/D
Education/Qualifications	<ul style="list-style-type: none"> <li>Post-graduate doctoral level training in applied Psychology (or its equivalent) as accredited by the BPS including models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology.</li> </ul>	E



## Person specification – PRINCIPAL APPLIED PSYCHOLOGIST

	<ul style="list-style-type: none"> <li>• Post-doctoral training in one or more additional specialised areas of psychological practice</li> <li>• HCPC registration as an Applied Psychologist with Chartered Status</li> <li>• Trained in clinical supervision and the supervision of doctoral trainees</li> <li>• Evidence of continuing professional development</li> <li>• Registration with BPS</li> </ul>	<p><b>E</b></p> <p><b>E</b></p> <p><b>E</b></p> <p><b>E</b></p> <p><b>D</b></p>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Working as a qualified applied psychologist within the designated service including a wide variety of client groups, across the whole life course and a range of clinical severity across a range of care settings.</li> <li>• Exercising full clinical responsibility for clients' psychological care as a care coordinator within the context of a multidisciplinary team.</li> <li>• Liaison and joint working with statutory, voluntary and private sector agencies</li> <li>• Teaching, training, consultancy and clinical supervision and field supervisor for doctoral theses.</li> <li>• Research and development</li> <li>• Active participation in quality and service improvement initiatives</li> <li>• Project management</li> </ul>	<p><b>E</b></p> <p><b>E</b></p> <p><b>E</b></p> <p><b>E</b></p> <p><b>E</b></p> <p><b>D</b></p>
<b>Knowledge</b>	<p>Knowledge of:</p> <ul style="list-style-type: none"> <li>• Evidence-based practice relevant to the role</li> </ul>	<p><b>E</b></p>



## Person specification – PRINCIPAL APPLIED PSYCHOLOGIST

	<ul style="list-style-type: none"> <li>• Risk assessment and risk management</li> <li>• Clinical governance</li> <li>• Knowledge of legislation in relation to the client group and mental health and its implications for clinical practice</li> <li>• Audit and research methodology</li> <li>• Social inclusion agenda</li> <li>• The Trust's Quality Improvement System</li> <li>• Highly developed knowledge and skills in the care of difficult to treat groups e.g. dual diagnoses, additional disabilities or severely challenging behaviour</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p>
<p><b>Skills/Personal Qualities</b></p>	<p>Must be able to:</p> <ul style="list-style-type: none"> <li>• Communicate highly complex, highly sensitive and contentious information effectively, to a wide range of people</li> <li>• Adapt creatively the evidence base for the interventions relevant to the client group (define)</li> <li>• Articulate the value added by applied psychology services within the context of multidisciplinary mental health and learning disability healthcare provision</li> <li>• Undertake complex multiagency working and liaise with multiple systems</li> <li>• Utilise psychometric tests competently</li> <li>• Provide effective teaching, training, consultancy and clinical supervision for</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>



## Person specification – PRINCIPAL APPLIED PSYCHOLOGIST

	the multidisciplinary team	E
	<ul style="list-style-type: none"> <li>Identify, provide and promote appropriate interventions / means of support for carers and staff exposed to highly distressing situations and challenging behaviours</li> </ul>	E
	<ul style="list-style-type: none"> <li>Utilise appropriate clinical governance mechanisms within own work</li> </ul>	E
	<ul style="list-style-type: none"> <li>Demonstrate effective keyboard skills</li> </ul>	E
	<ul style="list-style-type: none"> <li>Utilise multimedia materials for presentations in professional, academic and public settings</li> </ul>	D
	<ul style="list-style-type: none"> <li>Project manage</li> </ul>	E
	<ul style="list-style-type: none"> <li>Able to work in accordance with the Trust Values and Behaviours</li> </ul>	E
	<ul style="list-style-type: none"> <li>Able to engage with vulnerable people and work effectively in highly distressing and challenging circumstances</li> </ul>	E
	<ul style="list-style-type: none"> <li>Respects and has awareness of the advantages of joint working with other experienced professionals in a multidisciplinary setting</li> </ul>	E
	<ul style="list-style-type: none"> <li>Able to work flexibly and co-operatively as part of a team</li> </ul>	E
	<ul style="list-style-type: none"> <li>Able to use own initiative and make decisions independently</li> </ul>	E
	<ul style="list-style-type: none"> <li>Committed to continual quality and service improvement</li> </ul>	E
	<ul style="list-style-type: none"> <li>Self-aware and committed to professional and personal</li> </ul>	E



## Person specification – PRINCIPAL APPLIED PSYCHOLOGIST

	<p>development. Able to accept and respond positively to feedback from supervision</p> <ul style="list-style-type: none"> <li>• Enthusiasm for a broad range of psychological phenomena, theories and application</li> </ul>	E
<b>Trust Behaviours</b>	<ul style="list-style-type: none"> <li>• Be compassionate, empathetic and caring to everyone</li> <li>• Enable yourself and others to act with confidence and authority in order to achieve the best outcome for everyone</li> <li>• Work with others. Be inclusive by understanding and valuing others to achieve the best results for everyone and everything we do</li> <li>• Act with transparency and honesty, respect and value others to do the right thing at the right time for everyone</li> </ul>	E E E E

