

# Person Specification

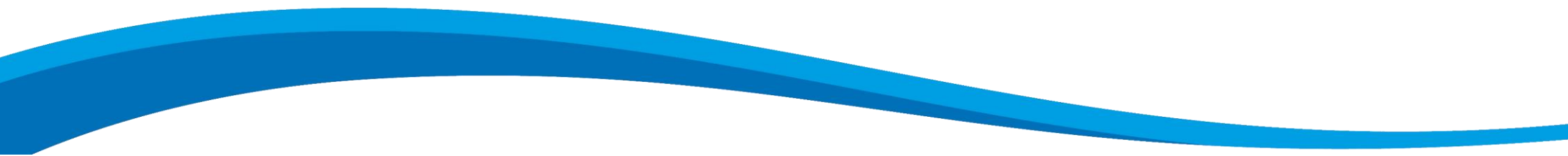
<b>Job Title:</b>	Cognitive Behavioural Therapist- Paediatric Chronic Fatigue/ME service	<b>Division/Department:</b>	Family health	<b>Band:</b>	7
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Criteria	Essential	Desirable	Stage Measured at: A = Application I = Interview T = Test
<b>Commitment to Trust Values and Behaviours</b>	Must be able to demonstrate behaviours consistent with the Trust's behavioural standards		A, I
<b>Training &amp; Qualifications</b>	<p>BSc Hons in a clinical profession</p> <p>Post-graduate Diploma qualification in Cognitive Behavioural Therapy.</p> <p>CBT accreditation with the BABCP – with a focus on CBT with children and young adults</p> <p>Evidence of maintaining professional competence through CPD</p>	<p>First line management course</p> <p>MSc or MSC module completion.</p> <p>Member of relevant Special Interest Group</p> <p>Clinical Educators Course</p>	<b>A,I Professional Profile</b>

<p><b>Experience</b></p>	<p>Experience of working with a wide variety of child mental health problems across the full age range, reflecting all levels of severity including maintaining a high degree of professionalism in the face of emotive and distressing problems.</p> <p>Experience of multi-disciplinary team working – team player</p> <p>Experience in working with people with Long-Term health conditions, medically unexplained symptoms and co-morbid anxiety and depression.</p> <p>Experiencing of facilitating the use of self-management strategies to improve function and health and wellbeing.</p> <p>Experience in evaluation of practice.</p> <p>Experience of audit Experience of evidence based practice implementation</p>	<p>Involvement in research</p> <p>Experience of specialist CBT assessment and therapeutic interventions with children and young people with psychological and mental health problems and their families in physical health settings.</p> <p>Appraisal of junior staff</p> <p>Experience of working with people with ME/ Chronic Fatigue Syndrome</p> <p>Experience of teaching, training and/or supervision.</p>	<p><b>A,I</b></p>
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<p><b>Communication and Relationship skills</b></p>	<p>To act as patient advocate.</p> <p>Skills in psychological assessment and intervention frequently requiring sustained and intense concentration.</p> <p>Skills in working with complex cases and being able to use CBT in an integrated way with other interventions if necessary</p> <p>Well developed, high-level 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>Skills in providing consultation to other professional &amp; non-professional groups.</p> <p>Evidence of continuing professional development.</p> <p>Ability to build and maintain effective relationships with the multidisciplinary team.</p> <p>Demonstrate leadership ability.</p> <p>Demonstrate negotiation skills.</p> <p>Able to communication complex condition related information to patients, relatives/carers and other clinical/social care staff where there may be barriers to understanding e.g. language barriers, speech, cognitive problems</p>	<p>Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.</p> <p>Ability to facilitate group education sessions with young people and their family/carers</p>	<p><b>A,I</b></p>
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	Commitment and competencies in multi-disciplinary and multi-agency working		
<b>Analytical and Judgement skills</b>	<p>Ability to assess, formulate a diagnosis and plan patient management using clinical reasoning skills and a range of treatment options.</p> <p>Experience of performance management.</p> <p>Assess and manage risk in own area.</p>	Supervision of staff and students.	<b>A,I</b>
<b>Planning and organisation skills</b>	<p>Ability to organize and prioritize workload</p> <p>Effective delegation and time management skills.</p> <p>To ensure all service objectives are achieved.</p> <p>Ability to develop the service in conjunction with team members and explore new ways of delivering the service through audit and critical appraisal of current literature</p> <p>Ability to collate information to identify trends and inform service development e.g. use of spreadsheets, computer generated workload stats.</p>		<b>A,I</b>



	<p>Ability to prepare annual review of specialty service.</p> <p>Ability to review, update and develop relevant patient resources</p>		
<b>Physical skills</b>	<p>Evidence of sound manual handling skills</p> <p>Basic IT/keyboard skills</p>		A,I
<b>Other requirements specific to the role</b> (e.g. be able to work shifts/on call)	<p>Qualified driver / car owner</p> <p>Ability to work flexibly across different hospital sites, schools and in the community.</p>		A,I

