

**Person Specification**

**Post: Clinical Psychologist – Band 7**

<b>Attribute</b>	<b>Essential</b> The qualities without which a post holder could not be appointed	<b>Desirable</b> Extra qualities which can be used to choose between candidates who meet all the essential criteria	<b>How Assessed</b> e.g. application form, interview, test, in-tray exercise etc
<b>Education / Qualifications</b>	<ul style="list-style-type: none"> <li>• Doctoral level training in clinical psychology, including specific models of psychopathology, clinical psychometrics and neuropsychological assessments, two or more distinct psychological therapies and lifespan development psychology as accredited by the BPS.</li> </ul>	<ul style="list-style-type: none"> <li>• Pre-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology.</li> <li>• Formal training in supervising other psychologists.</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Certificate(s)</li> <li>• Interview</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of specialist psychology assessment and treatment across the full range of care settings, including outpatient, community, primary care and in-patient settings.</li> <li>• 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.</li> <li>• MDT working</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching training and / or supervision</li> <li>• Experience of the application of clinical psychology in different cultural contexts.</li> <li>• Experience and skills in providing “third wave” CBT (e.g. DBT, MBCT, Schema Therapy), delivered in individual and/or group format.</li> <li>• Experience of working within a multicultural framework.</li> <li>• Strong interest and experience of working with service users with severe / complex needs.</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> </ul>

	<p>within the clinical fields of psychology.</p> <ul style="list-style-type: none"> <li>• Evidence of continuing professional development as recommended by the BPS.</li> <li>• Knowledge of the practice implications of National guidance and policy, e.g. NICE Guidance, MHA, etc.</li> </ul>	<p>disorder, dual diagnosis, people with additional disabilities etc.).</p> <ul style="list-style-type: none"> <li>• Knowledge of legislation in relation to working age adults and mental health.</li> </ul>	
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>• Skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration.</li> <li>• Well-developed skills in the ability to communicate effectively, orally and in writing complex, highly technical and/or clinically sensitive information to service users, their families and other professional colleagues both within and outside the NHS.</li> <li>• Skills in providing consultation to other professional and non-professional groups.</li> <li>• Ability to teach and train others using a variety of complex and multi-media materials suitable for presentations within public, professional and academic settings.</li> <li>• 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 challenging behaviour.</li> </ul>		<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> </ul>

<p><b>Work Related Circumstances</b></p>	<ul style="list-style-type: none"> <li>• Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs</li> <li>• Willing to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies</li> <li>• Appointments to regulated and controlled activities require an enhanced DBS disclosure.</li> </ul>		<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> </ul>
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Drawn up by: Chris Taylor  
Date: February 2019