

PERSON SPECIFICATION

(Supporting the Policy on Equal Opportunities in Employment)

CONSULTANT CLINICAL PSYCHOLOGIST (BAND 8C)

Department: Clinical/Operations

Status: As per contract

Reporting to: Hub Manager

Clinically/professionally accountable to: Head of Psychological Therapies

Line managing: Band 8a & 7 Clinical or Counselling Psychologists or Cognitive Behavioural Psychotherapists, trainees and assistant psychologists as required

Location: Hub based - Scotland

Hours: As per contract

	ESSENTIAL	DESIRABLE
<p>Qualifications Level of education Professional and post basic qualifications</p>	<ul style="list-style-type: none"> • Honours degree in Psychology • Post Graduate Doctoral level training in clinical psychology as accredited by the British Psychological Society, or British Psychological Society Statement of Equivalence • Eligible for chartered status by the BPS • Current registration with the Health and Care Professions Council as a clinical psychologist • Post-qualification training in clinical supervision 	<ul style="list-style-type: none"> • Pre or Post qualification training and qualifications in research methodology, staff training and/or other fields of clinical psychology • Specialist training and/or qualifications in psychological interventions to treat the consequences of psychological trauma • Leadership and/or management training
<p>Experience Length, type and level of job-related work experience</p>	<ul style="list-style-type: none"> • Experience of specialist psychological assessment and treatment of clients across the full range of care settings including outpatient, inpatient and community settings • Experience of clinical audit, data handling and setting up of psychometric data outcome assessment systems. • Experience of working with a wide variety of patient groups across the whole life course presenting problems that reflect the full range of clinical severity including maintaining a high 	<ul style="list-style-type: none"> • Experience of working with military personnel and/or veterans • Experience of delivering/leading online clinical services, including psychological therapies • Experience of developing multi-media clinical resources • Experience of delivering/leading services within a context of co-production with experts by experience / service users

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	<p>degree of professionalism in the face of highly emotive and distressing problems</p> <ul style="list-style-type: none">• Experience of working with client groups who have experienced multiple trauma and its associated mental health difficulties.• Experience of contributing a psychological perspective within the context of inter-disciplinary care.• Experience of working within and leading clinical teams and/or other leadership roles within mental health services, including substantial line management experience• Experience of managing demand and capacity within systems of clinical care• Experience of teaching, training to a variety of audiences• Experience of delivering clinical supervision to qualified psychologists/psychotherapists, trainees and other health professionals• Experience of conducting and/or supervising research post-qualification• Experience of working with those commissioning services and/or securing funding for service innovation	<p>and their families</p> <ul style="list-style-type: none">• Experience of developing/delivering trauma-informed services• Research publications in mental health pertinent to the clinical services of Combat Stress
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<p>Skills/Knowledge Range and level of skills</p> <p>Depth and extent of knowledge</p>	<ul style="list-style-type: none"> • Demonstrable knowledge of clinical psychology including highly developed knowledge of lifespan developmental psychology, models of psychopathology, clinical psychometrics and neuropsychology. • Demonstrable knowledge of research design and methodology as practiced within the field of clinical psychology. • IT experience and knowledge. Statistical expertise. Use of SPSS Statistical Package. • Skills in the use of complex methods of psychological assessment, including the use of outcome measures. • Well developed skills in effectively communicating very complex and clinically sensitive information, both orally and in writing, to clients, their families, other professionals and agencies • Knowledge of the theory and practice of specialised psychological therapies for adults who have experienced trauma. • Skills in providing consultation to non-psychologist professionals. • Ability to identify and employ mechanisms of clinical governance, audit and service evaluation to support clinical effectiveness • Capable of maintaining a high degree of professionalism and safe clinical practice in the face of regular exposure to highly emotive material. • Ability to identify and provide appropriate means of support to line-managed staff who deal with highly emotional maternal and other stressors. 	<ul style="list-style-type: none"> • High level knowledge of the theory and practice of at least two specialised psychological therapies (including CBT) in specific difficult-to-treat groups. • Trained in the delivery of: <ul style="list-style-type: none"> - Cognitive Processing Therapy - EMDR (to Level 3) - Narrative Exposure Therapy - Compassion-focused therapy
<p>Other Requirements</p>	<ul style="list-style-type: none"> • Flexible and autonomous approach to clinical work. 	

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	<ul style="list-style-type: none">• Effective leadership skills and commitment to team working.• Personable, friendly and active team member, who can demonstrate a willingness to adapt to changes as needed.• Ability to contain and work with organisation stress and support others under stress• Confident and resilient, organised and resourceful.• Good communicator at all levels	
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Reviewed: October 2020