

PERSON SPECIFICATION

(Supporting the Policy on Equal Opportunities in Employment)



SENIOR CLINICAL PSYCHOLOGIST/COUSSELLING PSYCHOLOGIST/COGNITIVE BEHAVIOURAL PSYCHOTHERAPIST (BAND 8A)

Department: Clinical / Operations

Location: Hub (Various locations)

Band: 8a

Status: As per contract

Hours: As per contract

Reporting to: Principal Clinical Psychologist/CBT Therapist or Consultant Clinical Psychologist

Clinically/professionally accountable to: Head of Psychological Therapies

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FACTOR	ESSENTIAL	DESIRABLE
<p>Qualifications & Experience</p>	<ul style="list-style-type: none"> • Post Graduate Doctoral level training in clinical or counselling psychology as accredited by the British Psychological Society, or British Psychological Society Statement of Equivalence or fully qualified CAAP (Adult) • Current registration with the Health and Care Professions Council as a clinical psychologist or a counselling psychologist • Doctoral level knowledge of research methodology, research design and data analysis as practiced within the clinical fields of psychology <p>And/Or</p> <ul style="list-style-type: none"> • CBT therapist with a core clinical professional background (e.g., nursing, social work, occupational therapy) with BABCP accreditation 	<ul style="list-style-type: none"> • Completion of further post-qualification specialist training in areas of practice relevant to the post • BABCP accreditation or eligibility for accreditation (psychologists) • Completion of post-qualification clinical supervision training
<p>Previous Experience</p>	<ul style="list-style-type: none"> • Minimum 18 months post qualification experience • Experience of psychological assessment and treatment of clients across a range of care settings, including community, primary care, outpatient and inpatient settings • Substantial experience of delivering CBT 	<ul style="list-style-type: none"> • Experience of delivering mental health services to British Veterans • Experience of delivering clinical services, including psychological therapies, online • Experience of developing multi-media clinical resources • Experience of clinically supervising trainees and/or assistant psychologists or equivalent

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	<ul style="list-style-type: none">• Experience of working with a wide variety of client groups presenting with problems that reflect the full range of mental health disorders experienced by veterans (e.g., PTSD, C-PTSD, anxiety disorders, depression, substance misuse) of varying clinical severity• Experience of delivering evidence-based trauma-focused psychological therapies to adults with PTSD and/or C-PTSD• Significant experience in the clinical area where the post has designated special responsibilities• Experience of teaching or training• Experience of delivering supervision• Experience of the application of psychology in different cultural contexts	<ul style="list-style-type: none">• Experience of delivering services within a context of co-production with experts by experience / service users and their families
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<p>Skills & Knowledge Range and level of skills</p>	<ul style="list-style-type: none">• Sensitive to colleagues and able to promote a positive motivating environment.• Highly developed knowledge and skills in the theory and practice of CBT.• Skills in the use of a range of methods of psychological assessment (including psychometric tests), intervention and management for the full range of problems of severity and complexity presented in adult mental health, including challenging behaviours.• Ability to communicate effectively, orally and in writing, with clients, their families, carers and other professional colleagues both with statutory and non-statutory services.• Skills in providing consultation to other professional and non-professional groups.• Excellent IT skills	<p>Training in any or all of the following:</p> <ul style="list-style-type: none">• TF-CBT following multiple traumas• Narrative Exposure Therapy• EMDR (to Part 3)• Cognitive Processing Therapy• Prolonged Exposure• Compassion-focussed Therapy
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	<ul style="list-style-type: none"> • Knowledge and understanding of the HCPC (or other relevant professional body, , i.e., BABCP) code of conduct • Excellent leadership skills • Conflict resolution skills • Ability to develop and maintain a dynamic working environment • Excellent working knowledge of Health and Safety • Excellent working knowledge of Equality and Diversity • Ability to provide and accept constructive feedback • Proven ability to make decisions and develop others in this area • Ability to manage work under pressure • Knowledge of legislation in relation to the client group (i.e., British veterans) and mental health. • Knowledge of current developments in veterans' mental health • Knowledge of veteran culture and veteran agencies • Evidence of continuing professional development as required by the Health Professions Council and British Psychological Society 	
<p>Personal Attributes The personal qualities required e.g. exercising</p>	<ul style="list-style-type: none"> • Ability to form good working relationships with others in an interdisciplinary setting including 	

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initiative, organising, problem solving	<p>experts by experience / relevant service user groups, their families and occupational networks</p> <ul style="list-style-type: none">• Ability to teach and train others, using a variety of multi-media materials suitable for presentations within public, professional and academic settings.• Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice.• Interest and ability to contribute to service development.• Self motivated• Works to deadlines• Supportive to colleagues of all disciplines• Flexible approach to work• Conscientious and understanding of accountability• Smart appearance and professional manner• Committed to personal and professional development• Motivated to maintaining high standards in a changing service	
Other Requirements	<ul style="list-style-type: none">• Enhanced DBS/Disclosure Scotland	