

PERSON SPECIFICATION

(Supporting the Policy on Equal Opportunities in Employment)



PRINCIPAL CLINICAL OR COUNSELLING PSYCHOLOGIST OR COGNITIVE BEHAVIOURAL PSYCHOTHERAPIST (BAND 8B)

Department: Clinical

Location: Belfast, Northern Ireland

Band: 8B

Status: As per contract

Hours: 37.5 hours per week (some out of hours)

Reporting to: Head of Operations, Northern Ireland

Clinically/professionally accountable to: Head of Psychological Therapies

Line managing: Band 8a Cognitive Behavioural Psychotherapist, trainees and assistant psychologists as required

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 • 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 or • Accredited Cognitive Behavioural Therapist (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 • Veteran of the UK-armed forces • Expert-by-experience – either own experience of MH difficulties or carer/supporter of others with MH difficulties
<p>Previous Experience</p>	<ul style="list-style-type: none"> • Minimum three years post qualification experience • Experience of psychological assessment and treatment of clients across a range of care 	<ul style="list-style-type: none"> • Experience of delivering mental health/psychological services to British Veterans • Experience of clinical or research leadership role(s)

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	<p>settings, including community, primary care, outpatient and inpatient settings</p> <ul style="list-style-type: none">• Substantial experience of delivering CBT and at least one other evidence-based therapeutic modality• 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 (including, but not restricted to PTSD, Complex-PTSD, depression, substance misuse difficulties, emotional dysregulation, inter and intrapersonal problems and other complex trauma-related mental health problems, in 1:1 and group contexts) of varying clinical severity.• Experience of delivering evidence-based trauma-focused psychological therapies to adults with PTSD and/or C-PTSD• Experience of designing, coordinating and evaluating training programmes, including the use of online materials• Experience in designing a system of evaluating training programmes' effectiveness• Experience of the application of psychology in different cultural contexts.	<ul style="list-style-type: none">• Experience of clinically supervising qualified clinical or counselling psychologists or Cognitive Behavioural Psychotherapists• Experience of delivering clinical services, including psychological therapies, online• Experience of developing multi-media clinical resources• 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">• Skilled in providing psychological consultation to other professional and non-professional groups.• Strong networking skills, with the capacity to act as a credible spokesperson for Combat Stress.• Excellent presentation skills.• Strong leadership skills and ability to promote a positive motivating environment.• Excellent influencing and negotiating skills.• 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 staff and representatives from other organisations.• Excellent IT skills	<p>Formal training and/or accreditation in any or all the following:</p> <ul style="list-style-type: none">• TF-CBT following multiple traumas• Narrative Exposure Therapy & FORNET• EMDR (to Part 3)• Cognitive Processing Therapy• Prolonged Exposure• Compassion-focussed Therapy for PTSD• Schema-focused 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 • Conflict resolution skills • Flexible approach to work with an 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 inter-disciplinary setting, 	

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initiative, organising, problem solving	<p>coordinating their work to achieve shared aims or project delivery</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">• Access NI Enhanced Disclosure.• Willingness to undertake some nationwide travel and work additional hours on occasion.	

Reviewed: August 2021