

# 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

FACTOR	ESSENTIAL	DESIRABLE
<p><b>Qualifications &amp; Experience</b></p>	<ul style="list-style-type: none"> <li>• 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)</li> <li>• Current registration with the Health and Care Professions Council as a clinical psychologist or a counselling psychologist</li> <li>• Doctoral level knowledge of research methodology, research design and data analysis as practiced within the clinical fields of psychology</li> </ul> <p>And/Or</p> <ul style="list-style-type: none"> <li>• CBT therapist with a core clinical professional background (e.g., nursing, social work, occupational therapy) with BABCP accreditation</li> </ul>	<ul style="list-style-type: none"> <li>• Completion of further post-qualification specialist training in areas of practice relevant to the post</li> <li>• BABCP accreditation or eligibility for accreditation (psychologists)</li> <li>• Completion of post-qualification clinical supervision training</li> </ul>

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<b>Previous Experience</b>	<ul style="list-style-type: none"><li>• Minimum 18 months post qualification experience</li><li>• Experience of psychological assessment and treatment of clients across a range of care settings, including community, primary care, outpatient and inpatient settings</li><li>• Substantial experience of delivering CBT</li><li>• 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</li><li>• Experience of delivering evidence-based trauma-focused psychological therapies to adults with PTSD and/or C-PTSD</li><li>• Significant experience in the clinical area where the post has designated special responsibilities</li><li>• Experience of teaching or training</li><li>• Experience of delivering supervision</li><li>• Experience of the application of psychology in different cultural contexts</li></ul>	<ul style="list-style-type: none"><li>• Experience of delivering mental health services to British Veterans</li><li>• Experience of delivering clinical services, including psychological therapies, online</li><li>• Experience of developing multi-media clinical resources</li><li>• Experience of clinically supervising trainees and/or assistant psychologists or equivalent</li><li>• Experience of delivering services within a context of co-production with experts by experience / service users and their families</li></ul>
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<p><b>Skills &amp; Knowledge</b> Range and level of skills</p>	<ul style="list-style-type: none"><li>• Sensitive to colleagues and able to promote a positive motivating environment.</li><li>• Highly developed knowledge and skills in the theory and practice of CBT.</li><li>• 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.</li><li>• Ability to communicate effectively, orally and in writing, with clients, their families, carers and other professional colleagues both with statutory and non-statutory services.</li><li>• Skills in providing consultation to other professional and non-professional groups.</li><li>• Excellent IT skills</li></ul>	<p>Training in any or all of the following:</p> <ul style="list-style-type: none"><li>• TF-CBT following multiple traumas</li><li>• Narrative Exposure Therapy</li><li>• EMDR (to Part 3)</li><li>• Cognitive Processing Therapy</li><li>• Prolonged Exposure</li><li>• Compassion-focussed Therapy</li></ul>
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	<ul style="list-style-type: none"> <li>• Knowledge and understanding of the HCPC (or other relevant professional body, , i.e., BABCP) code of conduct</li> <li>• Excellent leadership skills</li> <li>• Conflict resolution skills</li> <li>• Ability to develop and maintain a dynamic working environment</li> <li>• Excellent working knowledge of Health and Safety</li> <li>• Excellent working knowledge of Equality and Diversity</li> <li>• Ability to provide and accept constructive feedback</li> <li>• Proven ability to make decisions and develop others in this area</li> <li>• Ability to manage work under pressure</li> <li>• Knowledge of legislation in relation to the client group (i.e., British veterans) and mental health.</li> <li>• Knowledge of current developments in veterans' mental health</li> <li>• Knowledge of veteran culture and veteran agencies</li> <li>• Evidence of continuing professional development as required by the Health Professions Council and British Psychological Society</li> </ul>	
<p><b>Personal Attributes</b> The personal qualities required e.g. exercising</p>	<ul style="list-style-type: none"> <li>• Ability to form good working relationships with others in an interdisciplinary setting including</li> </ul>	

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initiative, organising, problem solving	experts by experience / relevant service user groups, their families and occupational networks <ul style="list-style-type: none"><li>• Ability to teach and train others, using a variety of 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.</li><li>• Interest and ability to contribute to service development.</li><li>• Self motivated</li><li>• Works to deadlines</li><li>• Supportive to colleagues of all disciplines</li><li>• Flexible approach to work</li><li>• Conscientious and understanding of accountability</li><li>• Smart appearance and professional manner</li><li>• Committed to personal and professional development</li><li>• Motivated to maintaining high standards in a changing service</li></ul>	
<b>Other Requirements</b>	<ul style="list-style-type: none"><li>• Enhanced DBS/Disclosure Scotland</li></ul>	