

## PERSON SPECIFICATION

(Supporting the Policy on Equal Opportunities in Employment)

### CONSULTANT CLINICAL PSYCHOLOGIST (BAND 8C)

**Department:** Clinical/Operations

**Status:** As per contract

**Reporting to:** Head of Operations Scotland

**Clinically/professionally accountable to:** Head of Psychological Therapies

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

**Location:** Edinburgh

**Hours:** 37.5 hours per week

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

## PERSON SPECIFICATION

(Supporting the Policy on Equal Opportunities in Employment)

|  |   |   |
|--|---|---|
|  | <p>degree of professionalism in the face of highly emotive and distressing problems</p> <ul style="list-style-type: none"><li>• Experience of working with client groups who have experienced multiple trauma and its associated mental health difficulties.</li><li>• Experience of contributing a psychological perspective within the context of inter-disciplinary care.</li><li>• Experience of working within and leading clinical teams and/or other leadership roles within mental health services, including substantial line management experience</li><li>• Experience of managing demand and capacity within systems of clinical care</li><li>• Experience of teaching, training to a variety of audiences</li><li>• Experience of delivering clinical supervision to qualified psychologists/psychotherapists, trainees and other health professionals</li><li>• Experience of conducting and/or supervising research post-qualification</li><li>• Experience of working with those commissioning services and/or securing funding for service innovation</li><li>• Understanding of, and focus on a holistic, systemic approach to care and support</li></ul> | <p>and their families</p> <ul style="list-style-type: none"><li>• Experience of developing/delivering trauma-informed services</li><li>• Research publications in mental health pertinent to the clinical services of Combat Stress</li><li>• Experience of working in a partnership environment to achieve the best outcomes</li></ul> |
|--|---|---|

## PERSON SPECIFICATION

(Supporting the Policy on Equal Opportunities in Employment)

|   |   |  |
|---|---|--|
| <p><b>Skills/Knowledge</b><br/>Range and level of skills</p> <p>Depth and extent of knowledge</p> | <ul style="list-style-type: none"> <li>• Demonstrable knowledge of clinical psychology including highly developed knowledge of lifespan developmental psychology, models of psychopathology, clinical psychometrics and neuropsychology.</li> <li>• Demonstrable knowledge of research design and methodology as practiced within the field of clinical psychology.</li> <li>• IT experience and knowledge. Statistical expertise. Use of SPSS Statistical Package.</li> <li>• Skills in the use of complex methods of psychological assessment, including the use of outcome measures.</li> <li>• 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</li> <li>• Knowledge of the theory and practice of specialist evidence-based psychological therapies for adults who have experienced trauma.</li> <li>• Skills in providing consultation to non-psychologist professionals.</li> <li>• Ability to identify and employ mechanisms of clinical governance, audit and service evaluation to support clinical effectiveness</li> <li>• Capable of maintaining a high degree of professionalism and safe clinical practice in the face of regular exposure to highly emotive material.</li> <li>• Ability to identify and provide appropriate means of support to line-managed staff who deal with highly emotional maternal and other stressors.</li> </ul> | <ul style="list-style-type: none"> <li>• High level knowledge of the theory and practice of at least two specialised psychological therapies (including CBT) in specific difficult-to-treat groups.</li> <li>• Trained in the delivery of:             <ul style="list-style-type: none"> <li>- Cognitive Processing Therapy</li> <li>- EMDR (to Level 3)</li> <li>- Narrative Exposure Therapy</li> <li>- Compassion-focused therapy</li> </ul> </li> </ul> |
| <p><b>Other</b></p>   | <ul style="list-style-type: none"> <li>• Flexible and autonomous approach to clinical</li> </ul>  |  |

## PERSON SPECIFICATION

(Supporting the Policy on Equal Opportunities in Employment)

|                     |   |  |
|---------------------|---|--|
| <b>Requirements</b> | work. <ul style="list-style-type: none"><li>• Effective leadership skills and commitment to team working across the Scotland team</li><li>• Personable, friendly and active team member, who can demonstrate a willingness to adapt to changes as needed.</li><li>• Ability to contain and work with organisation stress and support others under stress</li><li>• Confident and resilient, organised and resourceful.</li><li>• Good communicator at all levels</li><li>• Regular travel between Edinburgh and Glasgow, occasional travel across Scotland</li><li>• Current fully vaccinated status for COVID 19, a commitment to retaining this and providing the related documentation to HR</li></ul> |  |
|---------------------|---|--|

**Reviewed: January 2022**