

PERSON SPECIFICATION

(Supporting the Policy on Equal Opportunities in Employment)



Clinical Psychologist/CBT Therapist

Department: Clinical

Location: Scotland Hubs - various

Band: 7

Status: Permanent

Hours: As per contract

Reporting to: Deputy Head of Operations / Communities Manager

FACTOR	ESSENTIAL	DESIRABLE
<p>Qualifications & Experience</p>	<p>EITHER 1) HCPC registered psychologist who has completed Post Graduate doctoral level training in counselling or clinical psychology, including specifically models of two or more distinct psychological therapies to include CBT AND/OR 2) BABCP accredited CBT Therapist with a professional health and social care qualification satisfying SSSC requirement. ie. RMN, Social Worker, OT etc.</p>	<ul style="list-style-type: none"> • Completion of further post-qualification CPD/training in areas of practice relevant to the post, ideally including working with PTSD/trauma-related psychological difficulties • Experience of delivering CBT supervision
<p>Previous Experience</p>	<ul style="list-style-type: none"> • Experience of psychological assessment and treatment of clients across a range of care settings. • Experience of working with a wide variety of adult client groups presenting with problems that reflect the full range of mental health disorders experienced by veterans (e.g., trauma, anxiety disorders, depression, substance misuse) of varying clinical severity. • Significant experience of delivering CBT • Experience of working with a multidisciplinary team 	<ul style="list-style-type: none"> • Experience of working with mental health services with British Veterans • Experience of contributing to teaching and training • Experience of the application of psychological therapies in different cultural contexts.

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<p>Skills & Knowledge Range and level of skills</p>	<ul style="list-style-type: none"> • 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. • Well-developed knowledge and skills in the theory and practice of CBT. • Ability to communicate effectively, orally and in writing, with clients, their families, carers and other professional colleagues both with statutory and non-statutory services. • Excellent IT skills • Knowledge and understanding of relevant professional HCPC and/or BABCP code of conduct • 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 	<ul style="list-style-type: none"> • Skills in providing consultation to other professional and non-professional groups. • 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 commitment to continuing professional development as required by the HCPC and British Psychological Society and/or the BABCP
<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 a multidisciplinary setting. 	<ul style="list-style-type: none"> • Ability to teach and train others, using a variety of multi-media materials suitable for

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initiative, organising, problem solving	<ul style="list-style-type: none">• 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	presentations within public, professional and academic settings.
Other Requirements	<ul style="list-style-type: none">• Enhanced PVG	