

Person Specification

Post: Principal Clinical Psychologist / Child and Adolescent Psychotherapist – Band 8b

Attribute	Essential The qualities without which a post holder could not be appointed	Desirable Extra qualities which can be used to choose between candidates who meet all the essential criteria	How Assessed e.g. application form, interview, test, in-tray exercise etc
Education / Qualifications	<ul style="list-style-type: none"> • Doctorate level training in clinical psychology, including specifically models of psychopathology, clinical, psychometrics, two or more distinct psychological therapies and lifespan developmental psychology as accredited by the BPS or BPS Statement of Equivalence • And, Eligibility for Chartered Clinical Psychology Status & HCPC registered. • And, Undertaken post qualification further training in a specialised area of Psychotherapeutic practice such as CAT, psycho-analytic therapy, Psycho-dynamic Psychotherapy) • Or, Professional qualification as a Child and Adolescent Psychotherapist as recognised by the Association of Child Psychotherapists • And, Full Membership of the Association of Child Psychotherapists (ACP). • Training in supervision of trainee psychologist/child psychotherapists and other professionals within an MDT. 	<ul style="list-style-type: none"> • Accredited membership of an appropriate psychological therapy professional body (e.g., BPC). • Additional further training in the use of parent infant mental health and under 5s assessments such as PIRAT, AAI, Story Stem etc. 	<ul style="list-style-type: none"> • Application Form • Certificate(s) • Interview
Experience	<ul style="list-style-type: none"> • Experience of working as a qualified clinical psychologist/Child Psychotherapist as a highly 	<ul style="list-style-type: none"> • Experience of representing psychology / psychotherapy within the context of multi- 	<ul style="list-style-type: none"> • Application Form • Interview

	<p>specialist clinician with children under 5 years of age and in parent infant mental health.</p> <ul style="list-style-type: none"> • Experience in undertaking line management of psychological therapies staff. • Experience working with a wide variety of client groups, across the whole life course and full range of settings including community, inpatients and acute care settings, • Primary Care, residential. • Experience working within multi-disciplinary services within community and acute care pathways. • Experience of exercising full clinical responsibility for psychological care and treatment as an autonomous practitioner with complex and challenging service users within the context of a multidisciplinary care plan. • Highly developed skills and experience of working with complex, sensitive or contentious information. 	<p>disciplinary care.</p> <ul style="list-style-type: none"> • Experience of establishing new services/being involved in piloting new ways of working. • Experience of cross sector working e.g. with third sector, criminal justice system, employment services etc. • Experience in developing research and development programmes within psychological therapy services • Experience in teaching and training qualified psychological therapist and of non-psychology staff. • Experience of the application of psychological therapy in diverse cultural and ethnic contexts. 	
Knowledge	<ul style="list-style-type: none"> • Ability to communicate effectively in a highly emotive, antagonistic or hostile atmosphere and to overcome barriers to acceptance/psychological resistance to potentially threatening information. • Skills in the use of complex methods of psychological assessment and intervention with families with children under 5 years of age and management frequently requiring sustained and intense concentration. 	<ul style="list-style-type: none"> • Highly developed knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups. • Knowledge of the theory and practice of highly specialised psychological therapies and assessment methodologies. • Familiarity with computing technology including spreadsheets 	<ul style="list-style-type: none"> • Application Form • Interview

	<ul style="list-style-type: none"> • Highly developed skills in providing consultation to other professional including medical staff and non-professional groups. • High level skills in providing complex clinical and professional supervision including medical staff • Doctoral level knowledge of research design and methodology, including multivariate data analysis. • Evidence of continual professional development as recommended by the appropriate professional body. • Knowledge of contemporary legislation relating to the delivery of mental health and psychological services and its implications for both clinical practice and professional management with families with children under 5 years of age and in parent infant mental health. • Knowledge of professional issues in psychology/psychotherapy and psychological therapies with children under 5 years of age and in parent infant mental health. • Knowledge and experience of the application of clinical governance and risk management policies and procedures for the maintenance and improvement of psychological services. 	<p>and databases</p> <ul style="list-style-type: none"> • Knowledge of SPSS or other statistical software packages. 	
<p>Skills and Abilities</p>	<ul style="list-style-type: none"> • Ability to work independently on a day to day basis and use own initiative. • Ability to work towards 		<ul style="list-style-type: none"> • Application Form • Interview

	<p>agreed goals, reviewed regularly in management supervision.</p> <ul style="list-style-type: none"> • Well-developed skills in the ability to communicate effectively, orally and in writing, highly technical and clinically sensitive information to service users, their families, carers and other professional colleagues both within and outside the NHS • Keyboard skills and skills in using word-processing, e mail and internet software. • Ability to work under pressure and manage complex processes and communications. • Ability to be self-reflective, whilst working with service users, in own personal and professional development and in supervision. 		
<p>Work Related Circumstances</p>	<ul style="list-style-type: none"> • Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs • Willing to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies • Appointments to regulated and controlled activities require an enhanced DBS disclosure. 		<ul style="list-style-type: none"> • Application Form • Interview

Drawn up by: Julie Jakeman

Date: April 2018