

HERTFORDSHIRE PARTNERSHIP NHS FOUNDATION TRUST PERSON SPECIFICATION

Successful candidates MUST have the potential to achieve the knowledge and skills requirements of their second gateway subset of the relevant KSF outline.

Job Title: Band 7/8a Clinical Psychologist Development Post
Department: Mental Health Liaison Service Lister General Hospital

CRITERIA	ESSENTIAL	DESIRABLE
KNOWLEDGE, TRAINING AND EXPERIENCE		
Relevant professional qualification i.e. Health and Care Professions Council (HCPC) Practitioner Psychologist Clinical	x	
Professional qualification doctoral level or equivalent, which should include knowledge and application of research methodology	x	
Experience of working in Mental Health Liaison Services		x
AREAS OF EXPERIENCE AND KNOWLEDGE		
Experience of psychological assessment and treatment of clients across the full range of care settings, including outpatient, community, primary care and in patient settings	x	
Experience of working with a wide variety of client groups, across the whole life course presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse	x	
Knowledge of and some experience of cognitive and neuropsychological assessment	x	

Knowledge of dementia and psychological issues associated with ageing	x	
Knowledge of physical illness and its impact on psychological health		X
Knowledge of the theory and practice of at least one evidence-based psychological therapy	x	
Knowledge of research methodology and research design as practiced within the fields of psychology/psychotherapy.	x	
Experience of multi-disciplinary team working and inter-agency collaboration	x	
Abilities to provide consultation to other professional and non-professional groups	x	
Abilities to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings	x	
Abilities to take the appropriate action to address any issues or risks	x	
Awareness of Child and Adult and Older Adult Safeguarding Procedures	x	
Awareness of current NHS initiatives and developments	x	
Knowledge of legislation, national strategies, DOH documents and NICE guidelines pertaining to older people and understanding and knowledge of clinical/practice governance	x	
Knowledge and awareness of specific clinical practices and issues relating to older people with and without a dementia	x	
Ability to work autonomously as well as part of a team	x	
Experience of service quality monitoring e.g. clinical audit, evaluative research, etc.		x
Experience of teaching, training and/or offering supervision		x
Experience of working in a setting involving the assessment, treatment or care of people with both a physical and psychological difficulties		x
Experience of service development/project management		x

COMMUNICATION SKILLS		
Excellent interpersonal and communication skills	x	
Ability to communicate orally and in writing, complex, highly technical and/ or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS	x	
Ability to work and communicate therapeutically with clients and their families consistent with their level of understanding, culture, background and preferred ways of communicating	x	
Ability to work and communicate as a responsible participating member of a multi-disciplinary team and the ability to respect and value other members' contributions and to encourage participation of all involved	x	
Ability to keep accurate and complete records of activities and communications consistent with legislation, policies and procedures.	x	
Ability to alert line manager/professional lead/team when direction, policies and strategies are adversely affecting users of services or the public	x	
Ability to time manage effectively and to work under pressure and to prioritise a clinical workload	x	
ANALYTICAL SKILLS		
Positive problem solving approach	x	
To critically evaluate and review developments made by others to determine if and how they could be applied within own area of work	x	
High levels of numeracy, accuracy and interpretation of test results required for cognitive and neuropsychological assessment	X	
DIVERSITY		

Ability to establish and maintain professional relationships and boundaries with clients from diverse backgrounds	x	
Ability to apply clinical psychology in different cultural contexts	x	
Ability to recognise and report behaviour that undermines equality and diversity	x	
PHYSICAL SKILLS		
Car Driver (unless you have a disability as defined by the Equality Act 2010 which prevents you from driving)	x	
IT Skills; including the use of Microsoft Office and Outlook, entering data onto electronic patient records	x	
Keyboard skills	x	
PHYSICAL EFFORT		
Ability to travel and work flexibly across different sites in Hertfordshire	x	
MENTAL EFFORT		
Ability to think clearly and express self	x	
Ability to remain calm under pressure	x	
Ability to deliver complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration	x	
EMOTIONAL EFFORT		
Ability to recognise signs of stress and seek the appropriate support	x	
Ability to work with people whose behaviour is personally challenging	x	
GENERAL		
Ability to comply with professional standards (e.g. ACAT and UKCP) and current developments in the field of eating disorders	x	

Ability to identify and employ mechanisms of clinical governance as appropriate to support and maintain clinical practice	x	
Flexible and positive approach to changing circumstances	x	
Ability to identify own developmental needs and takes responsibility for personal development	x	
Ability to act consistently with legislation, policies, procedures and other quality approaches and the ability to encourage and develop others to do so	x	
Personal experience of mental health problems		x

NB: ALL INDICATORS SHOULD BE SUPPORTED BY APPROPRIATE EVIDENCE WHICH IS CLEAR AND CHECKABLE AT INTERVIEW