

# PERSON SPECIFICATION

**OUR VISION: 'TO BE THE LEADING HEALTH AND WELLBEING SERVICE IN THE PROVISION OF MENTAL HEALTH AND COMMUNITY CARE'**

**JOB TITLE:** Principal Clinical or Counselling Psychologist: Learning Disability Service (Band 8b – 0.6wte)

**DEPARTMENT:** Psychological Services Care Unit

Criteria for Selection	Essential	Desirable	Measurement Application Form - <b>AF</b> Interview - <b>IN</b> Assessment – <b>AS</b>
<b>Education/Qualifications/ Knowledge</b>			
Doctoral level training in Clinical or Counselling Psychology, or equivalent for those who trained prior to 1996, including specifically models of psychopathology, clinical psychometrics and two or more distinct psychological therapies and lifespan developmental psychology as accredited by the BPS.	✓		AF/IN/AS
HCPC Registration.	✓		AF/IN/AS
Pre-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology.		✓	AF/IN/AS
Registered with a professional clinical body (BPS)	✓		AF/IN/AS
Evidence of continued professional development	✓		AF/IN/AS
Evidence of continuing professional development as recommended by the BPS by completion of CPD log demonstrating a minimum of 40 hours per year.	✓		AF/IN/AS
Understanding of current NHS/Social Care policies and practices relating to Mental Health Services	✓		AF/IN/AS
Post-qualification diploma or CPD courses relating to working with individuals with LD/ID or in Autism Spectrum Disorder/Conditions		✓	AF/IN/AS
<b>Skills/experience</b>			
Evidence of competence and experience of working as a Clinical/Counselling Psychologist suitable for senior responsibilities.	✓		AF/IN/AS
Experience of training and supervising.	✓		AF/IN/AS
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.	✓		AF/IN/AS

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Experience of exercising full clinical responsibility for client's psychological care and treatment, both as a professionally qualified coordinator of care and also within the context of multidisciplinary care plan.	✓		AF/IN/AS
Demonstrable experience of conducting complex audit/research and service evaluation.	✓		AF/IN/AS
Substantial experience of contributing a psychological perspective within the context of multidisciplinary care		✓	AF/IN/AS
Experience of the application of clinical/counselling psychology in different cultural contexts.		✓	AF/IN/AS
Experience of selection and recruitment.		✓	AF/IN/AS
Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration.	✓		AF/IN/AS
Experience of working with individuals with LD/ID and their families.	✓		AF/IN/AS
Well developed skills in the ability to communicate effectively 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.	✓		AF/IN/AS
Skills in providing consultation to other professional and non-professional groups.	✓		AF/IN/AS
Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.	✓		AF/IN/AS
Ability to self-reflect and use clinical supervision appropriately.	✓		AF/IN/AS
Well developed knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality disorder, dual diagnoses, people with additional disabilities etc).		✓	AF/IN/AS
Training in, and experience of, the use of neuropsychological testing and analysis	✓		AF/IN/AS
Training in, and experience of the use of diagnostic assessment tools for Autism Spectrum Disorder in children/young people/adults/adults with LD/ID		✓	AF/IN/AS
<b>Personal Qualities</b>			
Team Player, inspirational to others, ability to negotiate 'win win' situations.	✓		AF/IN/AS
Able to work independently.	✓		AF/IN/AS
Confident and approachable.	✓		AF/IN/AS

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Self-motivated, committed and open to new ideas and experiences.	✓		AF/IN/AS
Leadership and change management skills – ability to understand the wider implications of actions.	✓		AF/IN/AS
Ability to organise and prioritise workloads.	✓		AF/IN/AS
<b>Additional Qualities</b>			
Ability to cope and deal with highly distressing emotional circumstances.	✓		AF/IN/AS
Knowledge of legislation, and its implications in relation to the client group and mental health.	✓		AF/IN/AS
Formal training in supervision of other psychologists.	✓		AF/IN/AS
Keyboard skills sufficient to enter data/write reports.	✓		AF/IN/AS
Confident IT Skills.	✓		AF/IN/AS
Excellent communication and listening skills with the ability to tailor the message to a variety of audiences.	✓		AF/IN/AS
Mobility to travel across sites.	✓		AF/IN/AS
Flexible working to support work/life balance.		✓	AF/IN/AS
Demonstrable knowledge and understanding of equality and diversity issues and the ability to integrate into employment policies and practices.	✓		AF/IN/AS
Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.	✓		AF/IN/AS
Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.	✓		AF/IN/AS
Ability to identify and provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours.	✓		AF/IN/AS
Able to work in UK.	✓		AF/IN/AS
Experience of working within a multicultural framework.		✓	AF/IN/AS

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