

# PERSON SPECIFICATION

(Supporting the Policy on Equal Opportunities in Employment)



## REGIONAL PSYCHOLOGICAL THERAPIES LEAD DETAILS

**Department:** Clinical

**Location:** TBD

**Band:** 8b

**Status:** As per contract

**Hours:** As per contract

**Reporting to:** Head of Psychological Therapies

FACTOR	ESSENTIAL	DESIRABLE
<b>Qualifications &amp; Experience</b>	<ul style="list-style-type: none"><li>• BABCP accreditation</li><li>• Post Graduate Doctoral level training in clinical or counselling psychology or equivalent, including specifically models of two or more distinct psychological therapies to include CBT</li><li>• Current registration with the Health and Care Professions Council as a clinical psychologist or a counselling psychologist</li><li>• Eligibility for chartered status with the BPS</li><li>• Doctoral level knowledge of research methodology, research design and data analysis as practiced within the clinical fields of psychology</li><li>• Completion of further post-qualification specialist training in CBT</li></ul>	<ul style="list-style-type: none"><li>• Completion of further post-doctoral post-qualification specialist training in areas of practice relevant to the post.</li><li>• EMDR Trained/Accredited</li></ul>
<b>Previous Experience</b>	<ul style="list-style-type: none"><li>• Experience of working as a qualified Clinical or Counselling Psychologist at Band 8a or above</li><li>• Demonstrable track record of service leadership</li><li>• Experience of psychological assessment and treatment of clients across a range of care settings, including community, primary care, outpatient and inpatient settings.</li><li>• Substantial experience of delivering CBT</li></ul>	<ul style="list-style-type: none"><li>• Experience of working with mental health services with British Veterans</li><li>• Experience of working with challenging client groups (e.g. severe and enduring mental health populations)</li><li>• Service development skills</li><li>• Experience of providing reflective practice support to doctors, nurses and allied health professionals</li></ul>

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	<ul style="list-style-type: none"> <li>• Experience of working with a wide variety of 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.</li> <li>• Significant experience in the clinical area where the post has designated special responsibilities</li> <li>• Experience of teaching or training</li> <li>• Experience of delivering clinical and line management supervision</li> <li>• Experience of the application of psychology in different cultural contexts</li> </ul>	
<b>Skills &amp; Knowledge</b> Range and level of skills	<ul style="list-style-type: none"> <li>• Sensitive to colleagues and able to promote a positive motivating environment.</li> <li>• Highly developed knowledge and skills in the theory and practice of CBT.</li> <li>• 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.</li> <li>• Ability to communicate effectively, orally and in writing, with clients, their families, carers and other professional colleagues both with statutory and non-statutory services.</li> <li>• Skills in providing consultation to other professional and non-professional groups.</li> <li>• Excellent IT skills</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of psychology of the Veteran Population</li> <li>• Well-developed skills in teaching non-psychology health professionals the applications of psychological principles</li> </ul>

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	<ul style="list-style-type: none"> <li>• Knowledge and understanding of the HCPC code of conduct</li> <li>• Excellent leadership skills</li> <li>• Conflict resolution skills</li> <li>• Ability to develop and maintain a dynamic working environment</li> <li>• Excellent working knowledge of Health and Safety</li> <li>• Excellent working knowledge of Equality and Diversity</li> <li>• Ability to provide and accept constructive feedback</li> <li>• Proven ability to make decisions and develop others in this area</li> <li>• Ability to manage work under pressure</li> <li>• Knowledge of legislation in relation to the client group (i.e., British veterans) and mental health.</li> <li>• Knowledge of current developments in veterans' mental health</li> <li>• Knowledge of veteran culture and veteran agencies</li> <li>• Evidence of continuing professional development as required by the Health Professions Council and British Psychological Society</li> </ul>	
<b>Personal Attributes</b> The personal qualities required e.g. exercising initiative, organising, problem solving	<ul style="list-style-type: none"> <li>• Ability to form good working relationships with others in a multidisciplinary setting.</li> <li>• Ability to teach and train others, using a variety of multi-media materials suitable for presentations within public, professional and academic settings.</li> <li>• Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice.</li> </ul>	

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	<ul style="list-style-type: none"><li>• Interest and ability to contribute to service development.</li><li>• Self-motivated</li><li>• Works to deadlines</li><li>• Supportive to colleagues of all disciplines</li><li>• Flexible approach to work</li><li>• Conscientious and understanding of accountability</li><li>• Smart appearance and professional manner</li><li>• Committed to personal and professional development</li><li>• Motivated to maintaining high standards in a changing service</li></ul>	
<b>Other Requirements</b>	<ul style="list-style-type: none"><li>• Enhanced DBS/Disclosure Scotland</li></ul>	