

CARDIFF & VALES UNIVERSITY HEALTH BOARD
PERSON SPECIFICATION

Job Title: Practitioner Psychologist (Clinical or Counselling)
Department: Adult Mental Health Psychology Services
Band: 7
Directorate: Psychology & Psychological Therapies
Clinical Board: Mental Health
Base: To be confirmed

| | ESSENTIAL | DESIRABLE | METHOD OF ASSESSMENT |
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| QUALIFICATIONS | <p>Good Honours degree in Psychology with eligibility for Graduate Basis for Chartership (GBC) with the BPS.</p> <p>Post-graduate Doctorate in Clinical/Counselling Psychology accredited by the HCPC (or its equivalent for those trained prior to 1996 as accredited by the BPS).</p> <p>HCPC registration as a practitioner psychologist.</p> | <p>Additional training in relevant areas e.g. research, supervision.</p> | <p>Certificates</p> <p>Interview</p> <p>Application Form</p> <p>References</p> |
| EXPERIENCE | <p>A wide range of experience in applying clinical/counselling psychology in the NHS.</p> | <p>Relevant additional clinical experience.</p> <p>Experience working within a multi-disciplinary team.</p> <p>Experience of NHS planning/service improvement forums.</p> <p>Experience of working with service users as co-producers.</p> | <p>Application Form</p> <p>Interview</p> <p>References</p> |

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| <p>SKILLS & COMPETENCIES</p> | <p><u>Communication & Relationship skills</u></p> <p>Ability to use the highest level of interpersonal and communication skills to convey and receive highly complex/sensitive information effectively, requiring empathy and reassurance, in a highly emotive atmosphere and the ability to overcome psychological resistance to potentially threatening information, whilst maintaining a high degree of professionalism at all times.</p> <p>Ability to create and maintain effective working relationships.</p> <p>Ability to work collaboratively in multi-disciplinary settings.</p> <p><u>Analytical and Judgment Skills</u></p> <p>Ability to make clinical and service-related judgments involving complex facts requiring analysis, interpretation and comparison of several options.</p> <p>Ability to evaluate critically research evidence relating to clinical effectiveness and service development.</p> <p><u>Planning and Organisational Skills</u></p> <p>Ability to plan and organise a range of clinical or service-related activities and programmes.</p> <p>Ability to implement agreed policies and strategic long-term service developments.</p> | | <p>Application Form</p> <p>Interview</p> <p>References</p> |
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| <p>SPECIAL KNOWLEDGE</p> | <p>Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practised within clinical/counselling psychology.</p> <p>Doctoral level knowledge of clinical/counselling psychology theory and practice, assessment, psychological therapies and their application.</p> <p>Willingness to develop knowledge of legislation and its implications for both clinical practice and professional management in relation to psychology in medical settings.</p> <p>Participation with CPD as recommended by the BPS.</p> | <p>Well-developed specialist knowledge of at least two psychological therapy models.</p> <p>Knowledge of implementation issues in Wales-wide Clinical Health Psychology.</p> <p>Knowledge of planning individualised care for patients.</p> <p>Knowledge of relevant NICE guidance.</p> <p>Awareness of ethnic diversity issues.</p> | <p>Application Form</p> <p>Interview</p> <p>References</p> |
| <p>PERSONAL QUALITIES <i>(Demonstrable)</i></p> | <p>Respect for service users and their Carers.</p> <p>Enthusiasm.</p> <p>Emotional resilience.</p> <p>Stress management strategies.</p> <p>Ability to communicate clearly and with sensitivity – verbally and in writing.</p> <p>Organised and flexible, able to prioritise workload.</p> <p>Ability to make effective use of clinical consultation and appraisal.</p> <p>Self-care and self-awareness.</p> <p>Self-motivated.</p> <p>Ability to work independently.</p> | | <p>Application Form</p> <p>Interview</p> <p>References</p> |

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| <p>OTHER <i>(Please specify)</i></p> | <p>Ability to use clinical supervision and to reflect upon own clinical practice.</p> <p>Ability to travel between sites in a timely manner.</p> <p><u>Freedom to Act</u></p> <p>Must be capable of working within organisational policies, and be accountable for own professional actions.</p> <p><u>Physical Skills</u></p> <p>Formal training in assessment.</p> <p>Formal training in breakaway techniques.</p> <p><u>IT Skills</u></p> <p>Computer literate.</p> <p>Standard keyboard skills.</p> <p>Ability to use standard and specialist software.</p> | <p>Ability to speak Welsh and willingness to use in a work context.</p> | <p>Application Form</p> <p>Interview</p> <p>References</p> |
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Date Prepared: May 2017

Prepared By: Dr Jane Boyd

Date Reviewed: March 2021

Reviewed By: Mr R T Kidd

**CARDIFF & VALE UNIVERSITY HEALTH BOARD
 PERSON SPECIFICATION**

Job Title: Principal Practitioner Psychologist
Department: Adult Mental Health
Band: 8a
Directorate: Psychology & Psychological Therapies
Clinical Board: Mental Health Services
Base: To be confirmed

| | ESSENTIAL | DESIRABLE | METHOD OF ASSESSMENT |
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| QUALIFICATIONS | <p>Good Honours degree in Psychology with eligibility for Graduate Basis for Chartership (GBC) with the BPS.</p> <p>Post-graduate Doctorate in Clinical/Counselling Psychology accredited by the HCPC (or its equivalent for those trained prior to 1996 as accredited by the BPS).</p> <p>HCPC registration as a practitioner psychologist.</p> | <p>Post-doctoral training in one or more additional specialist areas of psychological practice.</p> | <p>Application form Certificate Check Registration Card - Nurse / Allied Health Professional</p> |
| EXPERIENCE | <p>Significant and demonstrable post-qualification experience of working as a HCPC Registered Practitioner Psychologist.</p> <p>Experience of working with people with Mental Health problems in an NHS setting; problems presenting with the full range of clinical severity across the full range of care settings including outpatient, community, primary care, in-patient and residential care settings and maintaining a high degree of professionalism in the face of highly emotive and distressing problems.</p> <p>Experience of exercising full clinical responsibility for clients' psychological care and treatment within the context of a multidisciplinary care plan.</p> <p>Experience of teaching/training and/or professional and clinical supervision.</p> <p>Demonstrable evidence of significant specialist clinical supervision within a scientist-practitioner framework, including individual supervision, group supervision and case presentations.</p> | <p>Experience of working in both community and in-patient settings.</p> <p>Experience working within a multi-disciplinary context</p> <p>Experience of NHS planning/service improvement forums</p> | <p>Application form Interview References</p> |

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| <p>SKILLS</p> | <p>Skills in the use of complex methods of psychological assessment, intervention and management, frequently requiring sustained and intense concentration.</p> <p>Communication & Relationship skills</p> <p>Ability to use the highest level of interpersonal and communication skills to convey and receive highly complex/sensitive information effectively, requiring empathy and reassurance, in a highly emotive atmosphere and the ability to overcome psychological resistance to potentially threatening information, whilst maintaining high degree of professionalism at all times.</p> <p>Ability to create and maintain effective working relationships</p> <p>Ability to work collaboratively in multi-disciplinary settings.</p> <p>Skills in providing consultation to other professional and non-professional groups.</p> <p>Analytical and Judgment Skills</p> <p>Ability to make clinical and service-related judgments involving complex facts requiring analysis, interpretation and comparison of several options.</p> <p>Ability to evaluate critically research evidence relating to clinical effectiveness and service development.</p> <p>Planning and Organisational Skills</p> <p>Ability to plan and organise a range of clinical or service-related activities and programmes.</p> <p>Ability to implement agreed policies and strategic long-term service developments.</p> | <p>Knowledge of the theory and practice of specialized psychological therapies in specific groups that are difficult to treat (e.g. personality disorder, dual diagnosis, people with additional disabilities, etc.)</p> <p>High level of knowledge of the theory and practice of at least two specialist psychological therapies.</p> <p>Knowledge of legislation in relation to client group and mental health.</p> <p>Ability to speak Welsh and a willingness to use this in the context of work where relevant.</p> | <p>Application form Interview References</p> |
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| <p>SPECIAL KNOWLEDGE</p> | <p>Knowledge of the theory and practice of Clinical Psychology in relation to Mental Health problems.</p> <p>Knowledge of legislation and its implications for both clinical practice and professional management in relation to the service.</p> <p>Evidence of post-qualification continuing professional development as recommended by the HCPC and BPS</p> <p>Formal training in supervision of other psychologists.</p> <p>Doctoral level knowledge of research design and methodology.</p> <p>Doctoral level knowledge of clinical/counselling psychology</p> <p>theory and practice, assessment, psychological therapies and their application</p> | <p>Well-developed specialist knowledge of psychological models and therapies related to the needs of people with Mental Health conditions.</p> <p>Awareness of ethnic diversity issues.</p> | <p>Application form Interview References</p> |
| <p>PERSONAL QUALITIES <i>(Demonstrable)</i></p> | <p>Ability to make effective use of clinical consultation and appraisal.</p> <p>Respect for users of services and their Carers.</p> <p>Commitment to and interest in working with people who have Mental Health conditions.</p> <p>Commitment to working collaboratively with people living with Mental Health conditions and their carers to develop and improve services.</p> <p>Willingness to work as part of a team.</p> <p>Ability to work independently.</p> <p>Willingness to supervise trainee clinical psychologists and other qualified clinical/counselling psychologists working in similar team settings.</p> <p>Willingness to participate in continuing professional development.</p> <p>Ability to communicate clearly and with sensitivity – verbally and in writing.</p> <p>Organised and flexible, able to prioritise workload.</p> | | <p>Application form Interview References</p> |

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| <p>OTHER <i>(Please specify)</i></p> | <p>Ability to travel between work sites in a timely manner.</p> <p>Freedom to Act</p> <p>Must be capable of working within organisational policies, and be accountable for own professional actions.</p> <p>IT Skills</p> <p>Computer literate</p> <p>Standard keyboard skills</p> <p>Ability to use standard and specialist software</p> <p>Physical Skills</p> <p>Formal training in assessment</p> <p>Formal training in breakaway techniques</p> | <p>Ability to speak Welsh and willingness to use in a work context.</p> | <p>Interview Document Check *</p> |
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Date Prepared: May 2017 **Prepared By:** Dr Jane Boyd / Dr Richard Cuddihy

Date Reviewed: March 2021 **Reviewed By:** Mr R T Kidd