

## Person Specification

**Job Title:** Band 8b Critical Care Principal Clinical Psychologist

**Accountable to:** Clinical Leads Critical Care

Criteria	Essential Criteria	Desirable Criteria
Qualifications	<ul style="list-style-type: none"> <li>Post-graduate doctoral level training in clinical or applied psychology (or its equivalent for those trained prior to 1996, including specifically models of psychopathology, clinical psychometrics, two or more distinct psychological therapies and lifespan developmental psychology as accredited by the BPS AND</li> <li>Registered as a Practitioner Psychologist with the Health and Social Care Professions Council (HCPC) AND</li> <li>Undertaken post-doctoral further training a specialised area of psychological practice such as EMDR, CBT, DBT, CAT, ACT, neuropsychology etc. AND</li> <li>Eligible for Chartered Clinical Psychologist status (BPS)</li> </ul>	<ul style="list-style-type: none"> <li>Pre or post-qualification training and qualifications in leadership, teaching, clinical supervision, and/or research</li> </ul>

Experience	<ul style="list-style-type: none"> <li>• Significant post-qualification experience within an NHS context</li> <li>• Application of specialist psychological therapies relevant to the clinical service</li> <li>• Experience of specialist psychological assessment and treatment of clients across the full range of care settings, including outpatient, community, primary care and in patient settings</li> <li>• 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</li> <li>• Experience of liaising with patients, carers and families and external organisations that support these groups</li> <li>• Ability to show autonomous professional responsibility for the assessment, treatment and discharge of clients and liaising with other professionals as and when necessary</li> <li>• Ability to undertake risk assessment and risk management for individual clients and families and to provide advice to other professions on the psychological aspects of risk assessment and risk management</li> <li>• Experience of working in a health setting with patients who have a physical health difficulty</li> <li>• Experience of teaching, training and/or supervision</li> <li>• Demonstrable experience of conducting complex audit/research and service evaluation</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of the application of clinical psychology in different cultural contexts</li> <li>• Experience of working in a Critical Care setting</li> <li>• Experience of leading or participating in regular reflective practice</li> <li>• Involvement in clinical research</li> <li>• Publication of research relevant to psychological therapy</li> </ul>
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<p>Technical Skills Competencies</p>	<ul style="list-style-type: none"> <li>• Competent in the use of complex methods of psychological assessment, psychological formulation, intervention and management frequently requiring sustained and intense concentration. This requires the use of highly developed analytical and judgement skills</li> <li>• Ability to identify and prioritise appropriate areas for service improvement, and to design, plan and deliver these improvements</li> <li>• Well-developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information, including contentious and highly distressing information, to clients, their families, carers and a wide range of lay and other professional colleagues both within and outside the NHS</li> <li>• Skills in providing psychological consultation to other professional and non-professional groups</li> <li>• Skills in self-management, including time-management, and planning and organising skills for caseload management</li> <li>• Competently skilled in complex formulation. To provide an accurate overview and assessment of presenting problems and identifying key targets for change</li> <li>• Highly proficient skills in risk assessment and management</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to manage the delivery of a service or part of a service, balancing the priorities of quality and resource capacity</li> <li>• Ability in translating national policy and evidence regarding psychological practice into effective action to improve a service</li> </ul>
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Knowledge	<ul style="list-style-type: none"> <li>• Ability to work independently and collaboratively within a team</li> <li>• Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology</li> <li>• Ability to identify and employ mechanisms of clinical governance, including regular supervision, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour</li> <li>• Knowledge of the theory and practice of at least 2 specialised psychological therapies as applied in a clinical health psychology setting</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of the theory and practice of Acceptance and Commitment Therapy (ACT)</li> <li>• Knowledge of legislation in relation to the client group and mental health</li> </ul>
Other requirements specific to the role	<ul style="list-style-type: none"> <li>• Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings</li> <li>• Able to tolerate prolonged periods of sitting</li> <li>• Recognise people's right to privacy and dignity, treating every person with respect</li> <li>• Willingness to embrace integrated models and new ways of working</li> <li>• Willingness to be flexible in approach and attitude</li> </ul>	

Personal Attributes	<ul style="list-style-type: none"> <li>• Approachable and empathic personality, excellent interpersonal and communication skills, and able to defuse difficult, volatile situations</li> <li>• Understanding of confidentiality</li> <li>• Ability to identify and employ mechanisms of practice governance and to support and maintain own and service's standards of clinical practice</li> <li>• Able to contain and work with high levels of distress from clients and with organisational stress</li> <li>• Able to tolerate ambiguity and to take decisions in situations of incomplete information</li> <li>• Ability to exercise appropriate levels of self-care and to monitor own state, recognising when it is necessary to take active steps to maintain fitness to practice</li> <li>• Motivated towards personal and professional development with a strong CPD record</li> </ul>	
Language requirement	<ul style="list-style-type: none"> <li>• Able to speak English as necessary to undertake the role</li> </ul>	