

Person Specification

Essential defines the minimum criteria needed to carry out the job and the job cannot be done without these.

Desirable refers to criteria which are not essential and which successful applicants would be expected to acquire during their time in post. The desirable requirements are not taken into consideration in a job evaluation panel.

JOB TITLE: **SPECIALIST CLINICAL /COUNSELLING PSYCHOLOGIST**

BAND: **BAND 8a**

Criteria	Essential	Desirable	Method of Assessment
Qualifications	<ul style="list-style-type: none"> Post-graduate Doctorate in Clinical or Counselling Psychology as accredited by the BPS, or a BPS / HCPC Statement of Equivalence. Registered with the HCPC 	<ul style="list-style-type: none"> Member of the BPS as a Clinical / Counselling Psychologist Registered as a Chartered Psychologist. Training in diagnostic assessment of Autistic Spectrum Disorders (e.g. DISCO, ADOS & ADI). 	<p>Certificates</p> <p>Application Form</p>
Experience	<ul style="list-style-type: none"> Experience of specialist psychological assessment, formulation and intervention of adults across a range of care settings, with particular reference to those adults with developmental problems and learning disabilities. Experience in the processes for safeguarding vulnerable adults. Experience of exercising full clinical responsibility for clients' psychological care and treatment, both as a care coordinator and also within the context of a multidisciplinary care plan. Experience of representing psychology within the context of multi-disciplinary settings. Experience of carrying out research. 	<ul style="list-style-type: none"> Experience of working in multi-disciplinary settings 	<p>Application Form</p> <p>Interview</p> <p>References</p>

Skills, Abilities and Knowledge	<ul style="list-style-type: none"> • Knowledge of the theory and practice of specialised psychological therapies in adults with learning disabilities and autistic spectrum disorders, severely challenging behaviours and mental health problems. • Skills in the use of complex methods of psychological assessment, psycho-logical formulation, intervention and management frequently requiring sustained and intense concentration. • Planning and organising skills for caseload management. • Skills in self-management, including time-management. • Ability to identify and employ knowledge of legislation in relation to the client group and its implications for both clinical practice and professional management in relation to the client group. • Skills in providing consultation to professional and non-professional groups. • Doctoral level knowledge of research design and methodology. 	<ul style="list-style-type: none"> • Knowledge of documents that guide practice and provision of services to adults with learning disabilities. • Knowledge of the theory and practice of at least two specialised psychological therapies. • Knowledge of attachment theory • Knowledge of contemporary issues in the Clinical Psychology Profession. 	Application Form Interview References
Communication	<ul style="list-style-type: none"> • Able to communicate effectively using the English language • 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 and their families, carers and other professional colleagues both within and outside the NHS. 		Application Form Interview References

Personal and People Development	<ul style="list-style-type: none"> • Ability to create and deliver presentations and training programmes. • Evidence of continuing professional development as recommended by the BPS. 	<ul style="list-style-type: none"> • Experience of teaching / training others. • Experience of supervising others. • Supervisor training to be a supervisor of doctoral psychology trainees or willing to undertake training. 	Application Form Interview References Certificates
Personal Attributes / Behaviours	<ul style="list-style-type: none"> • Able to contain and work with high levels of distress from vulnerable adults and their families. • Able to contain and work with organisational stress. • Interpersonally calm and able to defuse difficult, volatile situations. • Able to tolerate ambiguity and to take decisions in situations of incomplete information. • 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. • Good organisational skills • Commitment to evidence-based practice and clinical excellence. 		Application Form Interview References
Other	<ul style="list-style-type: none"> • Must hold a full and valid driving license and have access to a vehicle or independent travel arrangements • Enhanced DBS check 		Application Form Interview References