

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

DEPARTMENT: Psychological Directorate/ CHPS

Criteria for Selection	Essential	Desirable	Measurement Application Form - AF Interview - IN Assessment - AS
Education/Qualifications			
Formal training and accreditation to Doctoral level as a Practitioner Psychologist. Training should include two or more distinct psychological therapies and experience of working across the age span.	✓		AF
HCPC Registered as a Practitioner Psychologist.	✓		AF
Further training in specific theoretical models e.g. ACT, CFT, CBT and/or psychological specialities, e.g. Health Psychology; models appropriate to adults and/or children, young people.		✓	AF

<p>Knowledge</p> <p>High level knowledge of the theory and practice of at least two specialised psychological therapies across the age span.</p> <p>Knowledge of the theory and practice of neuropsychological approaches to assessment and intervention across the age span.</p> <p>Knowledge of legislation in relation to a broad range of physical and mental health conditions across the age span.</p> <p>Knowledge of confidentiality policies and procedures.</p> <p>Knowledge of the working/structure of NHS organisations.</p> <p>Proven doctoral level research skills and experience of both quantitative and qualitative research methods.</p> <p>Awareness of safeguarding processes and how to enact these.</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>AF/IN</p> <p>AF/IN</p> <p>AF/IN</p> <p>AF/IN</p> <p>AF/IN</p> <p>AF/IN</p> <p>AF/IN</p>
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<p>Skills/Experience</p> <p>Evidence of competence and experience of working as a Clinical Psychologist suitable for senior responsibilities.</p> <p>Skills in the use of complex methods of psychological assessment, formulation, intervention and management frequently requiring sustained and intense concentration.</p> <p>Experience of working with a wide variety of client groups, across the whole life course where there are presenting problems that reflect the full range of clinical severity.</p> <p>Maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.</p> <p>Ability to act responsibly and with autonomy, to be professionally accountable for therapy decisions working within ethical and professional guidelines and Trust policy.</p> <p>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</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>AF/IN</p> <p>AF/IN</p> <p>AF/IN</p> <p>AF/IN</p> <p>AF</p> <p>AF/IN</p>
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outside the NHS, in highly emotional situations.	✓		
Skills in providing consultation to other professionals and non-professional groups.		✓	AF/IN
Experience of teaching, training and/or supervision.	✓		AF/IN
Experience of the application of psychology in different cultural contexts.	✓		AF
Experience of specialist psychological assessment and intervention across the full range of service settings, including community, primary care and in-patient settings.	✓		AF/IN
Experience of working with both individuals and groups within the full range of clinical problem severity.	✓		AF/IN
Experience of devising and leading intervention programmes at both individual and group level.		✓	AF/IN
Experience of working within a health psychology setting and/or with clients with a physical illness.	✓		AF/IN
Ability to communicate effectively with other Health care professionals and colleagues.	✓		AF/IN

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Ability to contain and mediate in situations with clients where they may be distressed and/or at risk to themselves and others.	✓		AF/IN
Ability to formulate clients' presenting difficulties within a complex theoretical framework, to plan and deliver an appropriate intervention, and to evaluate the efficacy and outcome of intervention.	✓		AF/IN
Organisational skills for academic, administrative and department based activities.	✓		AF
Literate in IT/Computer Skills	✓		
Personal Qualities			
Shares the Trust's Beliefs and models this in their attitude and behaviour: we care, we learn, we empower.	✓		AF/IN
Positive attitude to collaborative team work and ability to form good working relationships with others.	✓		AF/IN
Accountable for own professional actions and ability to work autonomously, including planning and organising own workload.	✓		AF
Ability to maintain accurate case records and an awareness of the importance of confidentiality and how to explain this transparently for clients and with colleagues.	✓		

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Ability to form a strong working relationship with other colleagues and healthcare professionals.	✓		AF/IN
Ability to form an active therapeutic relationship with clients.	✓		AF/IN
Ability to work effectively and respectfully in teams and when to adopt independent practice where necessary.	✓		AF/IN
Confidence in skills, knowledge and experience.	✓		AF/IN
Self-awareness and self-motivation as demonstrated through reflective practice.	✓		AF/IN
Ability to contain and work with organisational stress and ability to contain the stress of others.	✓		AF/IN
Willingness to participate in a CPD programme relevant to the requirements of the post	✓		AF/IN
Ensures that the organisational values are demonstrated by self and holds an awareness of colleagues behaviours in relation to these values, so that concerns can be raised to the relevant line manager in a timely way or through use of appropriate Trust processes.	✓		AF/IN
			AF/IN

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