

PERSON SPECIFICATION

CLINICAL PSYCHOLOGIST, BAND 8A

1. Knowledge, skills and training		Essential	Desirable	Assessment method
1.1	2:1 honours degree in Psychology or better. Eligibility for Graduate Membership of BPS.	Yes		Certification
1.2	Post-graduate doctorate in clinical psychology (or its equivalent for those trained prior to 1996 or those in lateral transfer or with Statement of Equivalence) as accredited by the BPS or HPC.	Yes		Certification
1.3	Relevant specialist training, qualifications, or experience for Band 8A Psychologist.	Yes		Application form/ interview
1.4	Specialist knowledge and application of two or more distinct psychological therapies, for example CBT, ACT, CAT.	Yes		Application form/ interview
1.5	Experience of working with adults with a learning disability with challenging behaviour and/or additional mental health	Yes		Interview/ application form
1.6	Well-developed skills in the ability to communicate effectively, orally and in writing, highly complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.	Yes		Interview/ application form
1.7	Skills in providing consultation to other professional and non-professional groups.	Yes		Interview/ application form
1.8	Experience of risk assessment and management.	Yes		Interview
1.9	Knowledge and experience of clinical supervision for trainee and assistant clinical psychologists.	Yes		Application form/ references
1.10	Completion of Trust mandatory training.	Yes		Application form/ interview

1.11	Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of clinical psychology.	Yes		Application form/ interview
1.12	Knowledge of legislation, white papers, etc. and implications for both clinical practice and professional management in relation to adults with learning disabilities.	Yes		Application form/ interview
2. Job specific experience		Essential	Desirable	Assessment method
2.1	Clinical experience with adults with learning disability diagnosis, particularly those in community placements.	Yes		Application form/ interview
2.2	Experience of specialist psychological assessment and treatment of adults with a learning disability with challenging behaviour, and/or additional mental health.	Yes		Application form/references/ interview
2.3	Experience of teaching, training and clinical supervision.	Yes		Application form/references/ interview
2.4	Experience of receiving clinical supervision regularly and knowledge of how/when to seek appropriate support outside of formally arranged supervision sessions.	Yes		Application form
2.5	Ability to sit in a restricted position for a substantial proportion of the working time Ability to concentrate intensely for long periods of time.	Yes		Application form/ references
2.6	Ability to deal with exposure to highly distressing/ emotional circumstances.	Yes		Interview
3. Information Technology		Essential	Desirable	Assessment method
3.1	Ability to use a computer and Internet for word processing, keeping electronic notes, spreadsheets, presentations, teaching and information seeking purposes	Yes		Application form/certification
4. Personal qualities/attributes		Essential	Desirable	Assessment method
4.1	Ability to communicate highly complex, sensitive information where there may be barriers to understanding or where professional opinions may differ and to form relationships where there may be barriers to these relationships being formed.	Yes		Interview

4.2	Ability to make judgements involving highly complex facts or situations, which require the analysis, interpretation and comparison of a range of options.	Yes		Interview
4.3	Ability to use a range of assessment materials (including psychometric tests). Ability to manipulate test materials that require a high level of speed, accuracy and concentration.	Yes		Application form/ references
4.4	Must be capable of working on own initiative and acting independently.	Yes		Interview/ references
4.5	Ability to deal with exposure to highly distressing/ emotional circumstances.	Yes		Interview/ references
4.6	Need to tolerate working conditions which may be unpleasant and where there is some exposure to vandalism and aggressive incidents.	Yes		Interview
4.7	Ability to contain and work with organisational stress and ability to “hold” the stress of others.	Yes		Interview/ references
4.8	Ability to work supportively and collaboratively in a multi-disciplinary culture.	Yes		References/ Interview
4.9	Ability to work in or collaboratively with a multi-modal approach to interventions.	Yes		References/ Interview
5. Business travel		Essential	Desirable	Assessment method
5.1	Subject to the provisions of the Equality Act, able to travel using own vehicle on Trust business.	Level 2*		Interview
6. Additional requirements		Essential	Desirable	Assessment method
6.1	Demonstrable skills in written and spoken English, adequate to enable the post holder to carry out the role effectively	Yes		Application form/references/ interview
6.2	Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.	Yes		Application form/references/ interview

6.3	Ability to provide and promote appropriate means of support to carers and staff exposed to emotive and/or distressing situations.	Yes		Interview
6.4	Evidence of continuing professional development as required by the BPS and HCPC and working to professional guidelines. Must be capable of working on their own initiative and acting independently.	Yes		Application form/interview

***Essential / desirable car user definitions**

Level 1 – (Essential) post holder is required to:

travel an average of more than 3,500 miles a year;

or travel an average of at least 1,250 miles a year; and necessarily use their car an average of 3 days a week; or spend an average of at least 50% of their time on such travel; including duties performed during the visits;

or travel an average of at least 1,000 miles a year and spend an average of 4 days a week on such travel, including the duties performed during the visits.

Level 2 – (Essential) users who use their own vehicles for official journeys other than in the circumstances described under Level 1 above.

Level 3 (Desirable) non- car users who may exceptionally be required to travel on Trust business where such journeys could also be reasonably be made by public transport.