

PERSON SPECIFICATION

CLINICAL PSYCHOLOGIST, BAND 7

1. Knowledge, skills and training		Essential	Desirable	Assessment method	Interview Score*
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 HCPC.	Yes		certification	
1.3	Relevant specialist training or qualifications for Band 7 Clinical Psychologist	Yes		application form/ interview	
1.4	Share clinical supervision for trainee and assistant clinical psychologists.	Yes		application form/ references	
1.5	Completion of Trust mandatory training	Yes		application form/ interview	
1.6	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	
1.7	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	
1.8	Membership of the HCPC	Yes		application form and certification	
2. Job specific experience		Essential	Desirable	Assessment method	
2.1	Training to work as a qualified clinical psychologist.	Yes		application form/ certification	
2.2	Clinical experience with adults with Learning Disability diagnosis, particularly those in community placements.	Yes		application form/ interview	

		Yes			
2.3	Experience of Assessment and Formulation in Adults with LD			application form/ interview	
2.4	Experience and formal training in at least 2 psychological therapies	Yes		application form/ interview	
2.5	Experience in completing specialist assessments such as capacity assessment, dementia assessment, etc	Yes		application form/ interview	
2.6	Competent knowledge of neuropsychological testing	Yes		application form/ interview	
2.3	Ability to sit in a restricted position for a substantial proportion of the working time Ability to concentrate intensely for long periods of time Ability to deal with exposure to highly distressing/ emotional circumstances	Yes		application form/ references	
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	
5. Business travel		Essential	Desirable	Assessment method	Interview score*
5.1	Subject to the provisions of the Disability Discrimination Act, MUST BE ABLE TO TRAVEL USING OWN VEHICLE ON TRUST BUSINESS.	Level 2*			
6. Additional requirements		Essential	Desirable		
6.1	Ability to conduct complex risk assessments and develop appropriate strategies to minimise risk.	Yes			
6.2	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			

***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.