

Person Specification

Essential Criteria	Desirable Criteria	How Assessed – AP = Application form IN = Interview OA = Other Assessment
Education / Qualifications - to be able to complete the duties as laid out on the Job Description		
<p>Good honors degree in psychology. Eligibility for graduate membership of the British Psychological Society (BPS) AND Post-graduate doctorate in clinical / counselling psychology, (or its equivalent for those trained prior to 1996), as accredited by the BPS. AND Eligibility to register as a clinical / counselling psychologist with the Health and Care Professions Council.</p> <p>ALL APPLICANTS Completion of relevant modules of Accredited Doctoral Clinical Psychology Course: Introduction to Supervision Courses (approx. 30 hours) or equivalent, or professional equivalent.</p>	<p>Completion of further post qualification training within psychological therapies (e.g. CAT, DBT, CFT, MBT, EMDR etc.)</p>	<p>Qualification certificates</p>
Experience - to be able to complete the duties as laid out on the Job Description		
<p>Demonstrable post-qualification experience of specialist assessment and treatment of adult and older adult clients and those with psychological difficulties in a secondary care setting.</p> <p>Demonstrable experience of working within complex systems and being able to develop formulations to inform care for service users involved in multiple systems of care i.e. systemic formulation of complex need</p> <p>Demonstrable post-qualification experience of working with complex</p>	<p>Experience of audit and service evaluation within psychological therapy services.</p> <p>Research experience within an area relevant to work within an adult service.</p> <p>Ability to demonstrate further specialist clinical experience and training.</p> <p>Demonstrable experience of the application of psychological therapy in diverse cultural and</p>	<p>Application form</p> <p>Interview</p> <p>References</p>

<p>health problems, including problems associated with complex relational and emotional needs, psychosis, and severe depression, anxiety, co-morbid substance misuse and complex trauma.</p> <p>Demonstrable experience of working with people experiencing a suicidal crisis.</p> <p>Demonstrable experience of working within multidisciplinary mental health teams.</p> <p>Demonstrable experience of working with people across the life span from age 18+</p> <p>Demonstrable experience of providing clinical supervision to psychologists and/or, psychological therapists and other core health professions.</p> <p>Demonstrable experience of providing teaching/ training on clinical interventions.</p>	<p>ethnic contexts. Especially, the use of interpreters.</p> <p>Experience of working within a multi-cultural and diverse framework</p>	
Knowledge - to be able to complete the duties as laid out on the Job Description		
<p>Understanding of a trauma informed approach to distress and the value and purpose of therapeutic relationships as a tool for intervention</p> <p>Evidence of post-qualification CPD as recommended and/or accredited by the BPS, or other professional body.</p> <p>Up to date knowledge of the needs of people with severe and enduring mental health problems, and of psychological approaches to recovery.</p> <p>Familiarity with computing technology, including keyboard skills, and use of word-processing, e-mail, and internet software</p>	<p>Understanding of the national and regional legislation, guidance and policy directives in relation to the development and delivery of psychological therapies within community services.</p> <p>Completion of specialist therapy courses.</p>	<p>Certificates</p> <p>Application form</p> <p>Interview</p> <p>Referees</p>
Skills and Abilities - to be able to complete the duties as laid out on the Job Description		
<p>Ability to work with service users, carers and families to engage with their needs and provide them with appropriate psychological support and intervention.</p> <p>Skills in providing consultation to other professional and non-professional groups</p>	<p>Ability to teach and train others, using a variety of complex multi-media materials, suitable for presentations within public, professional and academic settings</p> <p>Ability to demonstrate an area of</p>	<p>Application form</p> <p>Interview</p>

<p>Well developed, effective communication skills, both orally and in writing, enabling complex, highly technical and/or clinically sensitive information to be shared with clients, their families, carers and other professional colleagues within the NHS and other agencies.</p> <p>Ability to prioritise work, operate a waiting list, meet short deadlines and an unpredictable work pattern that requires regular revision of plans.</p> <p>Ability to sit in constrained position for client therapy, testing and for computer work.</p> <p>Ability to work at a high level of professional autonomy and responsibility, in a collaborative multi-agency environment and also as a lone worker in circumstances where there may be exposure to verbal and sometimes physical aggression</p> <p>Able to sustain the intense concentration necessary for client assessment and formulation, individual therapy sessions, interviews</p> <p>Ability to work and communicate highly sensitive, contentious information effectively in a highly emotive or hostile atmosphere, and to overcome barriers to acceptance/psychological resistance to potentially threatening information.</p> <p>Experience of service development projects, both planning and implementation</p>	<p>special interest/skill in therapeutic intervention.</p> <p>Ability to move equipment (including case files, self-help materials, audio-visual equipment) between office base and other work settings.</p>	
Other Requirements - to be able to complete the duties as laid out on the Job Description		
<p>There is a frequent requirement to travel within the Wigan area in order to visit patients and team members at different locations and an occasional requirement to travel across the wider footprint of the Trust to attend meetings and events relevant to the role. Therefore car driver required (except where a supported driver arrangement can be provided under the Disability Discrimination Act)</p> <p>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</p>		<p>Application / Interview.</p>

Ability to work towards goals agreed at Individual Appraisal with the Service Manager Ability to work to professional guidelines.		
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The Trust will consider any reasonable adjustments to the recruitment and selection process and to employment for applicants who have protected characteristics under the Equality Act 2010.

Drawn up by:

Designation:

Date: