

PERSON SPECIFICATION

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

JOB TITLE: Practitioner Psychologist – Band 8a

DEPARTMENT: Adult Community Psychology/ Epping Forest Specialist Mental Health Service

	Essential	Desirable
Qualifications	<p>Post graduate doctoral level training in clinical or counselling psychology (or its equivalent for those trained prior to 1996), including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology as accredited by the BPS</p> <p>HCPC Registered</p> <p>Excellent written and spoken English</p>	<p>Post-doctoral qualifications in DBT/CBT/CAT/Schema Therapy/CBTp or other evidence based models for the treatment of complex cases, personality disorders, or psychosis, or an interest in pursuing these</p> <p>Training in clinical supervision</p>
Work Experience	<p>Significant proven experience of specialist psychological assessment and treatment of clients across the full range of care settings, including outpatient, community and in-patient settings</p> <p>Significant experience of working with a wide variety of client groups, across the whole life course presenting problems that reflect the full range of clinical severity.</p> <p>Experience in conducting neuropsychological assessments in adult services.</p> <p>Experience in the use of psychometric tools</p> <p>Experience in conducting risk assessments of the individual, his/her family, and the environment/ circumstances. Experience in advising on care and management of cases on the basis of risk assessment</p> <p>Experience of working in the NHS</p> <p>Experience of dealing with confidential and sensitive information</p> <p>Experience of working as a qualified psychologist for a minimum of one year</p> <p>Significant proven experience of working within a multidisciplinary team environment</p>	<p>Experience in teaching, training and/or supervision</p> <p>Experience in the application of clinical psychology in different cultural contexts</p> <p>Experience in the assessment of ASC</p> <p>Experience in running groups and interventions for service users with psychosis</p> <p>Experience of running groups and interventions for service users with personality disorders</p> <p>Experience of acting as a Lead Practitioner in highly complex cases</p>

WE CARE. WE LEARN. WE EMPOWER.

	<p>Significant experience of dealing with confidential and highly sensitive information</p> <p>Experience of providing clinical leadership, supervision and performance management to lower-banded staff and trainees</p> <p>Experience of managing and coordinating multi-disciplinary meetings i.e. referrals/ reviews/ business / handovers</p>	
Knowledge	<p>Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.</p> <p>Knowledge of BPS Code of Professional Conduct and HCPC Standards of Proficiency</p> <p>Extensive knowledge of psychological therapies and the application of current models of practice, specialist assessment tools and outcomes frameworks in own specialist area of practice</p> <p>Knowledge of mental health legislation, NHS Constitution, CPA processes, and risk assessment and management</p> <p>Understanding of/ and the ability to supervise and conduct highly complex assessments and review of care in line with the requirements of mental health care clusters</p> <p>Experience and knowledge of current best practice and models within mental health</p> <p>Knowledge of working with external agencies to support the service user group</p> <p>Knowledge of and participation in audit and research</p>	<p>Knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality disorder, dual diagnoses, people with additional disabilities e.g. MCI, neurodevelopmental disorders and LTCs etc.)</p>
Skills and Aptitudes	<p>Skills in the use of highly complex methods of psychological assessment, frequently requiring sustained and intense concentration</p> <p>Skilled in the use of formulation and implementation of specialist interventions (both individual and group) with service users, and in consultation with multi-disciplinary staff</p> <p>Skills in providing consultation to other professional and non-professional groups</p> <p>Compassionate in working with colleagues, service users, families and carers</p> <p>Skilled in service reviews and research</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>	

WE CARE. WE LEARN. WE EMPOWER.

	<p>Ability to devise comprehensive care plans that incorporate effective, individualised and evidenced based interventions</p> <p>Ability to provide clinical leadership in the continuing development of a high quality service underpinned by evidence based practice</p> <p>Ability to prioritise own work load, and give support to other staff in relation to priorities when required</p> <p>Ability to devise, train, lead, facilitate and support group work with colleagues and service users' groups</p> <p>Ability to work effectively and flexibly as a senior practitioner in a multi-disciplinary team</p> <p>Ability to critically analyse and review research findings and reports</p> <p>Ability to work with senior professionals in the development and implementation of operational/ Trust policies</p> <p>Ability to deal effectively with multiple priorities whilst working under pressure and meet deadlines as required, 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>Literate in IT/Computer Skills</p> <p>Self-motivated with a desire to contribute to the ongoing service development</p> <p>Able to demonstrate a level of flexibility, innovation and creativity in the working environment</p> <p>Ability to supervise the work of junior psychology colleagues, psychology students/trainees and support workers as required</p> <p>Ability to provide teaching to learners on placement and at the university, contributing to the development of course programmes</p>	
Communication and people skills	<p>Excellent interpersonal and communication skills, both written and verbal (including telephone manner and liaison with outside agencies)</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 outside the NHS</p> <p>Skilled in recording all patient related information on Trust electronic records system(s)</p>	

WE CARE. WE LEARN. WE EMPOWER.

	<p>Conduct investigations and write reports as required by Trust policy</p> <p>Attend / chair professional meetings / reviews</p> <p>Report back at professional meetings / reviews on an individual / group performance</p> <p>Promote and demonstrate an awareness of the importance of personal, therapeutic and professional boundaries</p> <p>Good oral communication skills based on fluency on the English language</p>	
Organisational skills	<p>Excellent organisational skills and ability to prioritise own workload and that of others</p> <p>Ability to adapt to change when required</p>	
Circumstances	<p>Awareness of environment and ability to make decisions that will ensure their own safety and that of others</p> <p>Adhere to the HCPC/BPS professional codes of conduct</p> <p>Valid DBS clearance</p>	
Physical Effort	<p>This post requires the post holder to be physically able to undertake the Trust's mandatory training and carry out tasks following an appropriate risk assessment</p>	
Psychological Impact	<p>Resilience in dealing with emotive situations as may arise in the course of this role</p> <p>Able to identify own stressors and take appropriate action to prevent negative impact of this on wellbeing and seek appropriate and timely support</p> <p>Resilience to effectively manage own emotions in response to the emotional distress of others and support the team members in this process</p> <p>Knowledge to access support for self when required</p>	
Working Conditions	<p>Provide professional psychological advice when dealing with service users, family and carers, and other professionals on a daily basis</p> <p>Ability to assess their environment and make decisions that will ensure their own safety and the safety of the service user</p> <p>Follow the Trust lone working policy</p> <p>Able to work across the locality area as requested by Line Manager</p> <p>Ability to travel independently across a defined geographical area</p>	

WE CARE. WE LEARN. WE EMPOWER.

WE CARE. WE LEARN. WE EMPOWER.