

PERSON SPECIFICATION

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

JOB TITLE: Specialist Family and Couples Therapist – Band 8a

DEPARTMENT: Transitions Psychology Service

Criteria for Selection	Essential	Desirable	Measurement Application Form - AF Interview - IN Assessment – AS
Education/Qualifications Recognized highly specialist formal training to Masters Level or equivalent in Systemic Family Therapy and UKCP Registration Recognized qualification in one of the core mental health professions (e.g. nursing psychology, occupational therapy, social work) or extensive relevant work Extensive clinical experiences at post-qualification level; minimum 4 years	 ✓ ✓ ✓		AF/IN
Knowledge Knowledge of different pathways of care in terms of mental health provision in statutory and voluntary sectors Knowledge of research methodologies. Knowledge of child protection and protection of vulnerable adults polices.	 ✓ ✓ ✓		AF/IN

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<p>Comprehensive knowledge of systemic theory, that gives a clear and coherent understanding of social constructionist, systemic and other key theories of interaction, relationship, human systems, normal development and psychopathology.</p> <p>An understanding of the role of family therapy in the modern NHS health service.</p>		<p>✓</p> <p>✓</p>	
<p>Skills/Experience</p> <p>Experience in providing highly specialist Family and Couples Therapy.</p> <p>Experience of assessing patients with complex needs and severe emotional difficulties. Ability to develop a clinical formulation and make recommendations for a treatment plans.</p> <p>Experience of managing and carrying a clinical caseload and working as an autonomous and independent practitioner.</p> <p>Experience of working with a wide variety of client groups, presenting with a range of clinical severity, across care settings (e.g. community, outpatient, inpatient) with the capacity to maintain professionalism while being presented with highly emotive and distressing problems.</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>AF/IN</p>

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Experience in offering consultation and staff support to multidisciplinary staff teams and other professionals groups.	✓		
Ability to manage service across multiple locations, providing therapy to a range of client groups	✓		
To work independently and autonomously in organising and managing a clinical caseload.	✓		
Ability to contain and manage high levels of emotional distress and disturbance on self and others.	✓		
Ability to make and maintain appropriate psychotherapeutic relationships.	✓		
Ability to recognize and respond appropriately to risks such as suicide or harm to others.	✓		
Experience in ability to prioritize and organize clinical work and those of others	✓		
Ability to cope with increasing demands and work under pressure.	✓		
Self-motivated and the capacity to motivate others.	✓		
Ability to contribute directly and indirectly to a psychologically based framework of	✓		

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<p>understanding and care to the benefit of all clients of the service, across all settings and agencies serving adults with complex mental health problems.</p> <p>Experience in leading and develop the abilities of others.</p>	<p>✓</p> <p>✓</p>		
<p>Personal Qualities</p> <p>Shares the Trust's Beliefs and models this in their attitude and behaviour:</p> <p>Ensures that the organisational values of open, compassionate and empowering are demonstrated by self and others every day and that any matters of concern are addressed in a timely way, either directly; or raised with the relevant Line Manager; or through the relevant processes within the Trust as appropriate.</p> <p>Ability to communicate highly complex and sensitive information to patients, relatives and other professionals, both in writing and verbally.</p> <p>High level skills to communicate systemic ideas and practice effectively both to members of the multidisciplinary team and patients and their carers.</p> <p>Ability to communicate effectively and sensitively with colleagues and other</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		AF/IN

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members of staff who may require emotional support or challenge to their working practice.			
Capacity to negotiate successfully with others.	✓		
Capacity to accept constructive criticism.			
Capacity to critically reflect on the performance of others in a constructive manner.	✓		
Capacity to assert one's professional authority.	✓		
Additional Qualities			AF/IN
Fitness Analysis as appropriate	✓		
Current driving licence	✓		
Ability to travel across sites and across Trust boundaries to attend meetings, etc.	✓		
Understanding of confidentiality, data protection, legislation and Caldicott principles.	✓		
Awareness and appreciation of equality and diversity issues.	✓		