

**Person Specification**

**Post: Cognitive Behavioural Therapist/High Intensity Therapist- Band 7**

<b>Attribute</b>	<b>Essential</b> The qualities without which a post holder could not be appointed	<b>Desirable</b> Extra qualities which can be used to choose between candidates who meet all the essential criteria	<b>How Assessed</b> e.g. application form, interview, test, in-tray exercise etc
<b>Education / Qualifications</b>	<ul style="list-style-type: none"> <li>• IAPT High Intensity Training or Doctoral Clinical/Counselling Psychology with BABCP accreditation or working towards this.</li> <li>• Or, registered health professional and an IAPT recognised PGD in CBT.</li> <li>• BABCP Accreditation</li> </ul>	<ul style="list-style-type: none"> <li>• Undertaken post-qualification further training in a specialised area of psychological practice e.g. CBT, IPT, CAT, EMDR, CBT for LTC etc. Particularly relevant NICE recommended treatments.</li> <li>• Undertake training in the supervision of trainees and other therapists</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Certificate(s)</li> <li>• Interview</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Assessed experience of working as a qualified CBT therapist.</li> <li>• Or, experience of working in mental health delivering CBT treatment.</li> <li>• Experience of working with patients with a wide range of presentations (delivering CBT / other psychological interventions to this group)</li> <li>• Experience of psychological assessment, formulation, and treatment of clients.</li> <li>• Ability to meet agreed/specified service targets.</li> <li>• Proven ability to communicate clearly in difficult and complex situations.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in different settings.</li> <li>• Experience of working in an IAPT Service.</li> <li>• Worked in a service where agreed targets in place demonstrating clinical outcomes.</li> <li>• Experience of teaching, training and/or supervision.</li> <li>• Experience of implementing service policies and procedures.</li> <li>• Experience of specialist area of interest/ or champion role.</li> <li>• Experience of delivering group interventions.</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> </ul>

<p><b>Knowledge</b></p>	<ul style="list-style-type: none"> <li>• Demonstrates an understanding of the national IAPT service and how it links to governmental objectives.</li> <li>• An awareness and understanding of issues of working with patient with LTC.</li> <li>• Knowledge of government guidelines / best practice around delivering psychological therapy to patients with long term conditions / development of IAPT services in this area.</li> <li>• Demonstrates an understanding for the need to use evidence based psychological therapies and how it relates to this post.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of the theory and practice if specialised psychological therapies.</li> <li>• Formal training in supervision of CBT.</li> <li>• Knowledge of stepped care model, and clinical decisions of step up/ step down processes.</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> </ul>
<p><b>Skills and Abilities</b></p>	<ul style="list-style-type: none"> <li>• Can deliver high intensity CBT.</li> <li>• Able to deliver interventions to a wide range of service users.</li> <li>• Well-developed skills in the ability to communicate effectively orally and in writing.</li> <li>• Skills in providing clinical advice to other professional and non-professional staff.</li> <li>• IT skills sufficient to use computers for communication, data management and writing reports.</li> <li>• Ability to demonstrate developing self-care skills.</li> <li>• Ability to deliver, measure and monitor outcomes.</li> </ul>	<ul style="list-style-type: none"> <li>• Skills in producing relevant self-help and progress monitoring tools.</li> <li>• Ability to cope and deal with distressing and complex information.</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> </ul>
<p><b>Work Related Circumstances</b></p>	<ul style="list-style-type: none"> <li>• Willingness to be flexible and adaptable.</li> <li>• Able to contain and work with high levels of distress from clients.</li> <li>• Ability to work within a team fostering good working relationships and with staff from other disciplines.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge and experience of the PCMIS operating system.</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> </ul>

	<ul style="list-style-type: none"><li>• Good organisational skills and time management.</li><li>• Ability to self- reflect and use supervision appropriately.</li><li>• Ability to use CPD.</li><li>• Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs</li><li>• Willing to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies.</li><li>• Appointments to regulated and controlled activities require an enhanced DBS disclosure.</li></ul>		
--	--	--	--