

## Person Specification

**Post:** Principal Practitioner Psychologist Home Treatment Team Band 8b

| Attribute                         | Essential<br>The qualities without which a post holder could not be appointed   | Desirable<br>Extra qualities which can be used to choose between candidates who meet all the essential criteria  | How Assessed<br>e.g. application form, interview, test, in-tray exercise etc                                    |
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| <b>Education / Qualifications</b> | <ul style="list-style-type: none"> <li>• Doctoral level training in clinical psychology (including specific models of psychopathology, clinical psychometrics and neuropsychological assessments, two or more distinct psychological therapies and lifespan development psychology as accredited by the BPS or post-graduate training in Forensic Psychology or Counselling Psychology)</li> <li>• Current registration as a Clinical, Forensic or Counselling Psychologist with the Health and Care Professions Council.</li> </ul>  | <ul style="list-style-type: none"> <li>• Completion of further post qualification training within psychological therapies (e.g., DBT, CBT, CAT, CFT, MBT etc)</li> <li>• Completion of further post qualification training in supervision</li> </ul>   | <ul style="list-style-type: none"> <li>• Application Form</li> <li>• Certificate(s)</li> </ul>                  |
| <b>Experience</b>                 | <ul style="list-style-type: none"> <li>• Demonstrable post-qualification experience of specialist psychological assessment, formulation and treatment of adult clients experiencing psychological difficulties.</li> <li>• 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 including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.</li> <li>• Demonstratable post-qualification experience of working with</li> </ul> | <ul style="list-style-type: none"> <li>• Experience of clinical leadership</li> <li>• Experience of working within an acute service setting</li> <li>• Ability to demonstrate further specialist clinical experience and training</li> <li>• Experience of audit and service evaluation within psychological therapy services</li> <li>• Research experience within</li> </ul> | <ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> <li>• References</li> </ul> |

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|                  | <p>complex mental health problems, including distressing psychosis, problems associated with complex relational and emotional needs and severe depression, anxiety and trauma.</p> <ul style="list-style-type: none"> <li>• Demonstratable experience of working with people experiencing a suicidal crisis</li> <li>• Demonstratable experience of working with an MDT</li> <li>• Experience of clinical leadership within a previous role</li> <li>• Demonstratable experience of providing clinical supervision to psychologists, psychological practitioners or other core health professions</li> <li>• Demonstratable experience of providing teaching/ training upon clinical interventions.</li> <li>• Demonstratable experience of managing demand for psychological services within a form of stepped-care framework (i.e., an approach based upon the provision of direct care, and supporting other professionals in their provision of psychosocial work)</li> <li>• Experience of delivering brief interventions to meet need</li> </ul> | <p>an area relevant to work within an adult service</p> <ul style="list-style-type: none"> <li>• Demonstratable experience of the application of psychological therapy in diverse cultural and ethnic contexts.</li> </ul>  |   |
| <b>Knowledge</b> | <ul style="list-style-type: none"> <li>• Understanding of the national and regional legislation, guidance and policy directives in relation to the development and delivery of psychological therapies within acute services</li> <li>• Evidence of post-qualification CPD as recommended by the HCPC and, or BPS, or other professional body.</li> <li>• Up to date knowledge of the needs of people with complex mental health problems, and of psychological approaches to</li> </ul>   | <ul style="list-style-type: none"> <li>• Well-developed knowledge of the theory and practice of specialised psychological therapies and approaches for adults with complex mental health problems.</li> <li>• Publication of training, service evaluation, clinical audit and research</li> </ul> | <ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> <li>• References</li> </ul> |

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|                             | <p>recovery.</p> <ul style="list-style-type: none"> <li>• Awareness of the principles of a trauma informed care approach.</li> <li>• Familiarity with computing technology, including keyboard skills and use of word-processing, e-mail and internet software.</li> </ul>   | material   |   |
| <b>Skills and Abilities</b> | <ul style="list-style-type: none"> <li>• Ability to work with service users, carers and families to engage with their needs and provide them with appropriate psychological support and intervention</li> <li>• Skills in providing consultation to other professional and non-professional groups</li> <li>• Skills in working within an MDT to bring and share a psychological understanding of distress.</li> <li>• Well developed, effective communication skills, both oral and in writing, enabling complex, highly technical and/or clinically sensitive information to be shared with service users, their families, carers and other professional colleagues within the NMHS and other agencies</li> <li>• Ability to prioritise work, operate a waiting list, meet short deadlines and an unpredictable work pattern that requires regular revision of plans.</li> <li>• Ability to sit in a constrained position for service user assessment, formulation and individual and group therapy sessions and for computer work</li> <li>• Ability to work at a high level of professional autonomy and responsibility, in a collaborative multi-disciplinary environment and also as a lone worker in circumstances where there may be exposure to verbal and sometimes physical aggression.</li> <li>• Able to sustain the intense</li> </ul> | <ul style="list-style-type: none"> <li>• Ability to teach and train others, using a variety of complex multi-media materials, suitable for presentations within public, professional and academic settings</li> <li>• Ability to demonstrate an area of special interest/ skill in therapeutic intervention</li> <li>• Ability to move equipment (including case files, neuropsychological tests, self-help materials, audio-visual equipment) between office base and other work settings.</li> </ul> | <ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> <li>• References</li> </ul> |

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|                                   | <p>concentration necessary for service user assessment and formulation, individual and group therapy sessions</p> <ul style="list-style-type: none"> <li>• 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</li> <li>• Ability to identify, provide and promote appropriate means of support to staff and carers exposed to highly distressing situations</li> <li>• 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.</li> </ul> |  |   |
| <b>Work Related Circumstances</b> | <ul style="list-style-type: none"> <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>  |  | <ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> </ul> |