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**PERSON SPECIFICATION**

**POST: Psychological Therapist / Highly Specialist Counsellor**

\*E – essential

\*D - desirable

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| REQUIREMENTS | | | E/D\* | HOW  TESTED?  Application Form/Interview/  Reference/Test | | INTERVIEW COMMENTS | | SCORE  (1 Low – 10 High) | |
| **Qualifications/Special Training:**  *Degree level qualification*  *Registration with the relevant body (e.g. UKCP, BACP).*  *Specialist training to post graduate diploma level or equivalent in an evidence-based therapeutic approach*  *Training in using Trauma Focused CBT or willingness to train to use this model.*  *Qualifying diploma in Counselling, Family Therapy or other relevant psychological therapy.*  *Be accredited or working towards accreditation by recognised professional body i.e. BACP, UKCP, BABCP*  *Specialist training and / or experience in working with people who have experienced domestic or sexual abuse/ trauma.*  *Evidence of continuing professional development.* | | | E  E  E  D  E  E  E  E |  | |  | |  | |
| **Knowledge/Skills:**  *Knowledge and understanding of PTSD and the underlying psychological mechanisms which maintain it.*  *Knowledge and understanding of the use of evidence-based therapies and routine outcome measurement and enthusiasm for implementing them*  Knowledge of current issues regarding psychological therapies / counselling and criminal Justice agencies.  Knowledge of relevant support groups.  Sound knowledge of confidentiality and legal issues relating to psychological therapies / counselling, SARC and safeguarding.  Excellent interpersonal skills, ie communication, negotiation and diplomacy.  Good organisational skills, ability to prioritise.  In depth knowledge and ability to act and respond to safeguarding issues for all age groups.  Good numerical, literacy, IT, internet, facilitation, presentation, training, record keeping and report writing skills. | | | E  E  E  D  E  E  E  E  E |  | |  | |  | |
| **Experience**  Experience of working effectively and collaboratively with a wide range of partner agencies, multi-agency liaison / working.  Experience of delivering services to and for young people and an understanding of current issues relating to young people.  Experience of working with a highly complex client caseload  Experience in use of specialist psychological therapies / highly specialist counselling skills. | | | E  E  E  E |  | |  | |  | |
| **Personal Requirements:**  Ability to communicate effectively and sensitively with clinic users, in person and on the telephone and e-mail.  Ability to demonstrate discretion, confidentiality and anti-discriminatory practice in all aspects of work.  Ability and confidence to use own initiative and work independently.  Ability to deal with challenging / hostile behaviour.  Good negotiation skills.  Ability to cope with the emotional demands of the post in terms of communicating with distressed patients. | | | E  E  E  E  E  E |  | |  | |  | |
| **Other requirements**  The post holder must demonstrate a positive commitment to uphold Diversity and Equality Policies approved by the Trust.  Flexible working re-working in a range of clinical settings and environments and shift patterns.  Ability to travel within the community, including outreach clinics, and able to meet the travel requirement of the post.  Able to demonstrate high levels of motivation and commitment to the role and team with a strong determination to succeed. | | | E  E  E  E |  | |  | |  | |
| **HAZARDS** | | | | | | | | | |
| Laboratory Specimens  Proteinacious Dusts |  | Clinical contact with patients | | | Yes | | Performing Exposure  Prone Invasive Procedures | |  |
| Blood/Body Fluids |  | Dusty Environment | | |  | | VDU Use | | Yes |
| Radiation |  | Challenging Behaviour | | | Yes | | Manual Handling | |  |
| Solvents |  | Driving | | | Yes | | Noise | |  |
| Respiratory Sensitisers |  | Food Handling | | |  | | Working in Isolation | | Yes |