

PERSON SPECIFICATION

This is a specification of the qualifications, experience, skills, knowledge and abilities that are required to effectively carry out the responsibilities of the post, as outlined in the job description and forms the basis for selecting a candidate.

JOB TITLE: Trainee Clinical Psychologist

REQUIREMENTS		Please Tick One Box	
		Essential	Desirable
Education/Qualifications			
1.	First degree in Psychology, or an equivalent qualification, which confers eligibility for Graduate Basis for Chartered Membership (GBC) with the British Psychological Society.	✓	
2.	Evidence from undergraduate and any postgraduate study of a capacity to undertake study at a Doctoral level, as indicated by an upper-second degree or its equivalent, or by postgraduate study in a field related to Clinical Psychology.	✓	
3.	High level of proficiency in English and no less than the level required under the Programme entry requirements.	✓	
4.	Evidence of successful post-graduate study or publication.		✓
Clinical Experience			
1.	Substantial face-to-face experience of paid or voluntary work in a clinical, community or clinical-academic setting exposing the person to client groups and service settings directly relevant to clinical psychology practice.	✓	
2.	Sufficient relevant clinical/ clinical-research experience to familiarise the person with the context of clinical psychology services within the NHS/ UK statutory service-settings.	✓	
3.	Supervised clinical practice or specific clinical skills training relevant to Clinical Psychology.	✓	
4.	Evidence that this experience (as above) engenders realistic expectations of the demands and nature of Clinical Psychology training.	✓	
5.	Evidence that this experience (as above) has developed an awareness of the contexts in which Clinical Psychology services are usually delivered.	✓	
6..	Evidence that this experience includes building and sustaining relationships with service users and/or carers in relevant organisational contexts.		✓
7.	Evidence of learning from supervision of clinical practice.		✓

8.	Experience that supports working with, and addressing issues of, diversity within local communities. This may have been gained through work, research, volunteering and/or lived experience	✓	
Research Competence			
1.	Research training and experience at undergraduate level including a foundation of undergraduate-level knowledge of research design and methodology.	✓	
2.	Interest in research and an ability to undertake advanced research training and practice.	✓	
3.	Knowledge of basic statistical procedures (including multivariate data analysis).	✓	
4.	Active participation in clinically relevant applied research projects.		✓
5.	Evidence of a capacity to undertake research at a postgraduate level.		✓
Skills & Abilities			
1.	Effective communication skills, both orally and in written format**.	✓	
2.	Evidence of potential to communicate complex, technical and clinically sensitive information to individuals with whom clinical psychologists usually work. This includes psychologists and fellow professionals, as well as individual clients and their relatives/ carers.	✓	
3.	Ability to communicate, demonstrating values awareness and judgement appropriate to the health care environment and specific circumstances.	✓	
4.	Evidence of potential to form collaborative relationships with professional colleagues, carers, relatives, and clients.	✓	
5.	Evidence of good presentation skills suited to both formal and informal settings.	✓	
6.	Evidence of ability to formulate and articulate sound judgements based on analysis and interpretation of a range of complex information in clinical work, drawing both on clinical observation and on relevant theoretical models.	✓	
7.	Evidence of organisational potential and flexibility which enables planning and monitoring of own workload and academic work.	✓	
8.	Evidence of ability to form empathic relations with a wide range of clients in a variety of settings.	✓	
9.	Evidence of a capacity to reflect constructively on all aspects of own performance (academic, clinical and professional). Being receptive to academic feedback and clinical supervision, and able to apply ideas and knowledge gained from this feedback to current and novel contexts.	✓	
Personal and Professional Attributes			
1.	High level of personal and professional integrity, including the demonstration of compassion and sensitivity to people's experiences.	✓	
2.	Embodiment of the values of the NHS Constitution ***	✓	
3.	Ability and willingness to travel across the training region **.	✓	

4.	Potential to work effectively under pressure and manage stress, and to deliver all clinical, academic and research work within the stipulated timeframes of the training programme.	✓	
5.	Knowledge of diversity and other factors affecting acceptability and acceptability of mental health care	✓	
6.	An appreciation of the need for clinical governance to ensure best clinical practice.		✓
7.	Evidence of leadership qualities and values.		✓
Information Technology and Related Skills			
1.	Good IT skills, including knowledge of Microsoft Office Suite and database programmes.	✓	

*** After any reasonable adjustments to compensate for disability, including adjustments required to comply with the Disability Discrimination Act (1995) and Equality Act (2010).*

**** To be assessed during all elements of the application procedure, including application-form shortlisting and interview*

DATE OF PREPARATION: 29/05/2015