

PERSON SPECIFICATION

Post: **APPLIED PSYCHOLOGIST (Clinical Health 8A)**

	Essential	Desirable
1. Professional Qualification	<ol style="list-style-type: none"> 1. Doctorate in Applied Psychology 2. HCPC registration 	<ol style="list-style-type: none"> 1. Registered with Health and Care Professions Council. Chartered Applied Psychologist, membership of BPS.
2. Specialist Experience	<ol style="list-style-type: none"> 1. Substantial experience of working in physical health settings as qualified applied psychologist. 2. Strong and plausible expression of interest in clinical health practice 	<ol style="list-style-type: none"> 1. Clear evidence of interest in physical health, as shown e.g. dissertation, pre-post training work, or clinical training placements or dissertation. Extensive experience over several years of working in clinical health in terms of direct clinical work and consultancy.
3. Clinical health competence	<ol style="list-style-type: none"> 1. Demonstrates competence/knowledge of generic or core physical health understanding 2. Competent in clinical supervision and consultancy. 4. Competent in neuropsychological testing, interpretation and analysis 5. Competent to work across the life span in psychological interventions 	<ol style="list-style-type: none"> 1. Demonstrates specialist knowledge in physical health in addition to generic or core techniques and concepts. 2. Has acquired extra skills in physical health during clinical training and subsequent posts 3. Competent and experienced in clinical supervision. 4. Competent in neuropsychological testing, interpretation and analysis. Demonstrates ability to use this competency in clinical work.
4. Research competence	<ol style="list-style-type: none"> 1. Able to discuss his/her own research experience clearly and critically, and demonstrates a sound understanding of clinical research principles. 	<ol style="list-style-type: none"> 2. Clearly demonstrates an understanding of research findings and methodologies in the physical health field. Record of published research/conference presentations. Demonstrates competency in quantitative analysis (use of SPSS) as well as qualitative analysis.

<p>5. Relevant therapeutic skills</p>	<p>1. Demonstrates knowledge of a range of relevant clinical psychology interventions, beyond mono-therapy competence. 2. Has an understanding of multidisciplinary teamwork and the disciplines involved in physical health.</p>	<p>1. Has past experience of treating bio-psycho-social problems in clinical health patients. 2. Accreditation in more than one therapeutic models of intervention 3. Effective application of consultancy model and training of psychological interventions.</p>
<p>6. Professional communication skills</p>	<p>1. Clear and pleasant demeanour and communicator. 2. Confident to speak in meetings and teaching assignments.</p>	<p>1. Experience of successfully managing difficult professional communications. 2. Experience of clinical liaison with senior staff in other professions.</p>
<p>7. Confidence and motivation</p>	<p>1. Shows an awareness of personal limitations in this specialist field. 2. Expresses strong interest to develop specialist skills. 3. Shows interest in contributing to the broad organisation/ service functioning as well as to own development, casework and professional interests</p>	<p>1. Inspires confidence and acceptance by the panel of his/her personal suitability for this post. 2. Past training record shows evidence of specific motivation towards/interest in specialising in physical health.</p>
<p>8. General demeanour</p>	<p>1. Pleasant demeanour. Appears likely to be a pleasant multidisciplinary colleague. 2. No evidence either of excessive anxiety or excessive self-confidence. 3. Would be comfortable working with hospital inpatients, confused and physically disabled patients and in a medical setting as well as working in community settings</p>	<p>1. Mature and open personal demeanour. 2. Demeanour suggests ability to deal with pressure calmly and sensitively.</p>
<p>9.. Organisational orientation & understanding</p>	<p>1. Broadly understands the role and structure of the organisation, department and its working procedures. 2. Expresses interest in working in physical health.</p>	<p>1. Has a clear understanding of organisational issues in multidisciplinary rehabilitation and clinical health.</p>

<p>10. Understanding of professional issues and service organisation</p>	<p>1. Shows knowledge of the requirements of Agenda for Change, the Knowledge and Skills Framework, professional registration and Continuing Professional Development, and the structure of psychology services in NHS Lothian.</p>	<p>1. Has familiarised self with the placement of his/her post and of clinical health services/clinical psychology services. 2. Is fully aware of professional issues and requirements, as outlined in the job description.</p>
<p>11.. HR / disciplinary issues</p>	<p>1. No ongoing Human Resource or training disciplinary issues.</p>	<p>1. No history of unsatisfactory performance or disciplinary procedures</p>
<p>12. References</p>	<p>1. Excellent references</p>	<p>2. Excellent references, which refer to highly relevant attributes, skills or experience for this post.</p>