

**PERSON SPECIFICATION**

**Post Title/Grade: Head of** Learning Disability Service / Consultant Clinical Psychologist

**Band:** 8D

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|  | **ESSENTIAL** | **DESIRABLE** | **MEASURE** |
| **Experience** | * Experience reflecting the breadth & depth of competencies required in a Consultant Clinical Psychologist. These include:
* Experience of exercising full clinical responsibility for patients’ psychological care and treatment, both as an independent practitioner and also within the context of a multi-disciplinary care plan. This will have been gained over very significant post qualification experience working with complex cases within the Learning Disability specialty.
* Significant experience of staff management and team leadership at Consultant grade.
* Experience of service development and a proven record in service design/redesign.
* Experience in the operational management of a service including management of triage, waiting lists, allocation of resources, and development of clinical pathways.
* Experience of teaching, training and professional and clinical supervision.
 |  Experience of managing/monitoring a budgetExperience in recruitment and consideration of skill mix workforce issues.Experience developing services within a partnership or integrated frameworkExperience of forensic clinical work.Experience in assessment and support for children and adults with neurodevelopmental conditions. | Application &Interview |
| **Qualifications/ Training** | * Post-graduate doctoral level training in Clinical Psychology (or its equivalent) as accredited by the BPS/HCPC.
* Chartered Clinical Psychologist (or equivalent) and registered with HCPC.
* Significant further specialist post-doctoral training, supervision and experience in evidence-based psychological interventions and assessments applicable to this population.
* Training in clinical practice supervision.
* Training in risk assessment and child protection.
* Evidence of continued professional development as required by the BPS & HCPC.
 | Formal management training and qualifications Formal development of leadership skills | Application &Interview |
|  **Knowledge**   **Skills** | * Highly developed knowledge of the theoretical models of developmental psychology and learning disability and those underpinning evidence-based psychological interventions/therapies applicable to this clinical group.
* Knowledge of legislation and policy drivers relevant to service development and delivery within this population.
* Demonstrated skills in staff management.
* Demonstrated skills in running an effective specialty or sub-specialty of a psychology service.
* A high level ability to communicate effectively complex and sensitive information to patients, their families, carers and a wide range of health professionals.
* Skills in providing consultation to other professional and non-professional groups.
* Skills in clinical consultancy, clinical supervision & management of complex cases.
* Skills in clinical research and service evaluation.
 | Publications reflective of training, service evaluation, clinical audit/research activityKnowledge of evidence base for applied psychology within clinical settings, as well as national forensic mental health strategy and guidance. | Application &Interview |
| **Service Development** | * Experience of influencing and developing services with cognisance of relevant government policy and best practice guidelines.
* Experience of developing and implementing new services including those involving multi-agency work.
 | Experience of bidding for funding through NHS/external agencies | Application &Interview |
| **Aptitude** | * Ability to lead/ contribute to effective team-working including multidisciplinary and multi-agency teams.
* Ability to maintain objectivity and professionalism in the face of highly emotive and distressing situations.
* Enthusiasm for working with a broad range of psychological presentations, an interest in models of behaviour change and service delivery and an ability to articulate the value added by specialist psychological services within the context of multidisciplinary health and care services.
* Ability to lead service redesign in collaboration with colleagues.
* Ability to motivate staff and support staff and team development.
* Ability to contain staff stress and manage organisational change.
* Ability to see others in a strengths-based way.
* Ability to lead/contribute to performance management/disciplinary procedures as required.
* Capacity for self-reflection and ability to use constructively both clinical/managerial supervision and feedback from colleagues.
 |  | Interview |
| **Other**  | * Ability to travel to different bases in Fife as required.
* Demonstrate ethics, values and personal qualities / behaviours consistent with the vision, culture and values of NHS Fife
 |  | Interview |