

## Clinical Psychologist (Band 8A)

In order to be shortlisted you must demonstrate you meet all the essential criteria and as much of the desirable as possible. When a large volume of applications are received for a vacancy and most applicants meet the essential criteria then the desirable criteria is used to produce the shortlist.

Criteria	Essential	Desirable
1. Professional Qualification	1. D.Clin.Psy or equivalent. 2. Committed to achieving registration with Health and Care Professions Council on appointment (for trainees only, all qualified staff need HCPC registration).	1. Registered with Health and Care Professions Council. Chartered Clinical Psychologist, eligible for membership of DCP and BPS.
2. Specialist Experience	1. Some experience of working in Adult Mental Health settings.	1. Clear evidence of interest in adult mental health and severe and enduring mental illness. e.g. dissertation, pre-post training work, or clinical training placements or dissertation. Experience over several years of working in Adult Mental Health settings.
3. Adult Mental Health competence	1. Demonstrates competence/knowledge of severe and enduring mental illness. 2. Competent in clinical supervision of applied psychologists. 4. Competent in neuropsychological testing, interpretation and analysis.	1. Demonstrates specialist knowledge in severe and enduring mental illness. 2. Has acquired training in post qualification e.g. CBT, IPT, DBT, BFT. 3. Competent and experienced in clinical supervision of applied psychologists. 4. Competent in neuropsychological testing, interpretation and analysis.
4. Research competence	1. Able to discuss his/her own research experience clearly and critically, and demonstrates a sound understanding of clinical research principles.	1. Clearly demonstrates an understanding of research findings and methodologies in the adult mental health field. Record of published research/conference presentations.
5. Relevant therapeutic skills	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. 3. Has interest and experience in group work as well as individual therapy	1. Has past experience of treating bio-psycho-social problems in adult mental health patients. 2. Accreditation in more than one therapeutic models of intervention. 3. Effective application of consultancy model and training of psychological interventions. 4. Accreditation as trainer in recognised training programmes. 5. Interested in developing group work experience and understanding.
6. Professional	1. Clear and pleasant demeanour and communicator.	1. Experience of successfully managing difficult professional

communication skills	2. Confident to speak in meetings and teaching assignments.	communications. 2. Experience of clinical liaison with senior staff in other professions.
7. Confidence and motivation	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.	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.
8. General demeanour	1. Pleasant demeanour. 2. Able to work well with colleagues in multidisciplinary team 3. Comfortable working with hospital inpatients, as well as working in community settings.	1. Mature and open personal demeanour. 2. Ability to deal with pressure calmly and sensitively.
9. Organisational orientation & understanding	1. Broadly understands the role and structure of the organisation, department and its working procedures. 2. Expresses interest in working in adult mental health.	1. Has a clear understanding of organisational issues in multidisciplinary rehabilitation.
10. Understanding of professional issues and service organisation	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.	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.
11. HR / disciplinary issues	1. No ongoing Human Resource or training disciplinary issues.	1. No history of unsatisfactory performance or disciplinary procedures.
12. References	1. Excellent references.	2. Excellent references, which refer to highly relevant attributes, skills or experience for this post.