

PERSON SPECIFICATION

JOB TITLE:	Clinical/Counselling Psychologist or MBT practitioner			
BAND:	7			
DEPARTMENT:	Newham Mentalisation Based Therapy Service			
DIRECTORATE:	Newham			
REPORTING TO:	Newham Mentalisation Based Therapy Service Operational Lead			
ACCOUNTABLE TO:	MBT Operational Lead Overall Accountability: Secondary Care Psychological Services Consultant Clinical Psychologist.			

ATTRIBUTES	CRITERIA	ESSENTIAL/ DESIRABLE	SELECTON METHOD (S/I/T)
Education/ Qualification/	Doctorate in Clinical / Counselling Psychology or equivalence (statement of equivalence and able to demonstrate eligibility for BPS CPsychol (Chartered Psychologist) or allied professional with experience in MBT	E	• S/I
	HCPC registration	E	
Training	Training in MBT	D	
	Further training in a therapeutic modality relevant to personality disorder	D	
			• S/I
Experience	Experience in working with patients with complex personality presentations (i.e. 'Personality Disorder') and/or risk of self-harm.	E	
	Experience of delivering therapeutic interventions to individuals with Complex Emotional Needs.	E	
	Experience of working in a multi-disciplinary team offering support to adults with severe and enduring mental health problems.	E	
	Experience of group work.	E	
	Experience of delivering training/consultation and providing clinical supervision.	D	
	Work within at least two therapeutic modalities.	D	
	Experience of the application of psychology/therapy in	D	













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	different cultural contexts		
			• S/I
	Skills in psychological assessment, intervention and management, including the use of theoretical models to develop formulations upon which to base choice of treatment.	E	
	Skills in the effective communication of technical and/or clinically sensitive information to a wide variety of recipients in a range of settings within and outside the NHS, including the ability to produce comprehensive and coherent letters, reports and associated documentation.	E	
	Skills in the assessment of risk for patients with mental health problems and specifically for patients with complex Emotional Needs	E	
	Capacity to work calmly and thoughtfully when working with traumatic psychological issues, demonstrating an awareness of the sensitivity and unpredictability of patients with complex needs, and a capacity to tolerate the strong emotions evoked by such work	E	
Knowledge and Skills	Knowledge and understanding of diagnosis of Personality Disorder.	Е	
	Evidence of CPD	Е	
	Competence in advanced IT packages including keyboard skills.	E	
	Ability to provide a culturally-competent and non- stigmatising service including an awareness of the potential impact of discrimination and disadvantage on mental health.	E	
	Knowledge of specialised psychological therapies in specific difficult - to - treat groups (e.g. complex needs, self harm, personality disorder/psychosis, dual diagnosis, persons with additional disabilities etc).	E	
	Skills in providing consultation to other professional and non-professional groups.	D	
	Some knowledge and understanding of psychoanalytic models and developmental processes associated with Personality Disorder (eg: Transference Focused Psychotherapy (TFP), Mentalization-based Treatment (MBT).	D	



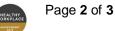














	Ability to manage effectively verbal aggression and abuse from service users, carers etc, and the risk of physical	E	•	S/I
Other	aggression. Demonstrably respectful approach to service users, carers, colleagues, other professionals and professional contacts. Willingness to negotiate and ability to handle confrontation effectively and professional	E		

S: Shortlisting I: Interview T: Test













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