

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	SELECTION METHOD (S/I/T)
Education/ Qualification/ Training	<p>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</p> <p>HCPC registration</p> <p>Training in MBT</p> <p>Further training in a therapeutic modality relevant to personality disorder</p>	<p>E</p> <p>E</p> <p>D</p> <p>D</p>	<ul style="list-style-type: none"> S/I
Experience	<p>Experience in working with patients with complex personality presentations (i.e. 'Personality Disorder') and/or risk of self-harm.</p> <p>Experience of delivering therapeutic interventions to individuals with Complex Emotional Needs.</p> <p>Experience of working in a multi-disciplinary team offering support to adults with severe and enduring mental health problems.</p> <p>Experience of group work.</p> <p>Experience of delivering training/consultation and providing clinical supervision.</p> <p>Work within at least two therapeutic modalities.</p> <p>Experience of the application of psychology/therapy in</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p> <p>D</p>	<ul style="list-style-type: none"> S/I

	different cultural contexts		
Knowledge and Skills	Skills in psychological assessment, intervention and management, including the use of theoretical models to develop formulations upon which to base choice of treatment.	E	• S/I
	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 understanding of diagnosis of Personality Disorder.	E	
	Evidence of CPD	E	
	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	

S: Shortlisting I: Interview T: Test