

PERSON SPECIFICATION

Job title: Locality Clinical Lead – NHS Talking Therapies
Job code:
Band: 8a
Location: Cheltenham
Accountable to: Line Management – Operational Manager
 Professional Supervision – Service Clinical Lead, NHS Talking Therapies

QUALIFICATIONS	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Masters level training in a psychology/health or management subject, OR its equivalent experience or clinical training.	Essential	Application Form & Interview
Psychotherapy qualification demonstrating psychological competence necessary to supervise High Intensity NHS Talking Therapies (IAPT) workers; accredited or accreditable qualification.	Essential	Application Form & Interview
BABCP accredited CBT practitioner.	Essential	Application Form
Doctorate level training	Desirable	Application Form
A recorded/registered post graduate qualification in a mental health profession (e.g. nursing, social work, occupational therapy or within psychological therapy).	Desirable	Application Form
MBA or other equivalent managerial qualification.	Desirable	Application Form
Qualifications in workforce planning.	Desirable	Application Form
Supervision training – NHS Talking Therapies case or similar.	Desirable	Application Form
LTC National 'Top Up' training or equivalent.	Desirable	Application Form

LENGTH AND / OR NATURE OF EXPERIENCE	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
In-depth experience of working in mental health services where multi-disciplinary working was embraced as part of service delivery.	Essential	Application Form & Interview
Work to date evidences application of Psychological knowledge to improve and develop practice and contribution to service development	Essential	Application Form & Interview
Experience of clinical supervision and supporting the psychological work of other clinical staff that provide psychologically based care and treatment.	Essential	Application Form & Interview
Experience of conducting appraisals and monitoring performance of staff.	Essential	Application Form & Interview

Experience of implementing new ways of working principles.	Essential	Application Form & Interview
Ability to meet agreed/specified service targets including collating and reporting outcome data.	Essential	Application Form & Interview
Proven ability to communicate clearly in difficult and complex situations.	Essential	Application Form & Interview
Experience of developing and implementing service policies, procedures and clinical governance issues.	Essential	Application Form & Interview
Expertise and knowledge across the spectrum of an NHS Talking Therapies service.	Essential	Application Form & Interview
Involvement in research programmes.	Essential	Application Form & Interview
Experience of leading and managing a team.	Essential	Application Form & Interview
Adapting to the changing demands of working within a rapidly expanding service.	Essential	Application Form & Interview
The use of clinical judgement in uncertain circumstances (e.g. managing risk of harm).	Essential	Application Form & Interview
Containing the emotional distress of people with complex Psychological needs	Essential	Application Form & Interview
Adapting strategies to the unique needs of clients/situations.	Essential	Application Form & Interview
Advocating a psychological perspective in circumstances that may challenge the prevailing patterns of care or the views of others.	Essential	Application Form & Interview
Professional management responsibilities in combination with clinical demands.	Essential	Application Form & Interview
Experience of working in Primary Care Services.	Desirable	Application Form & Interview
Lead on new ways of working for a service.	Desirable	Application Form & Interview
Worked in a service where agreed targets in place demonstrating clinical outcomes.	Desirable	Application Form & Interview
Contributed to the developing NHS Talking Therapies programme.	Desirable	Application Form & Interview
Experience of leading a research project	Desirable	Application Form & Interview

PROFESSIONAL / MANAGERIAL / SPECIALIST KNOWLEDGE	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Core Knowledge: Highly developed knowledge of psychological therapies and up to date practice with client group. Knowledge of research methodology and	Essential	Application Form & Interview

research design and complex multivariate data analysis.		
<p>Advanced knowledge: This post requires person to have gained theoretical and practical knowledge (specific to the relevant area of work) that is significantly beyond the core levels necessary to work as a HI NHS Talking Therapies Therapist. The knowledge may have been developed in a variety of ways.</p> <p>Appropriate evidence could include relevant research, publications or outcomes of previous work. Evidence will include:</p> <ul style="list-style-type: none"> • Formal training in the supervision of other psychological therapists. • Learning acquired through participation in relevant short specialist courses. • A minimum of 70 hours relevant post – qualification CPD acceptable to the BPS. • Receipt of a minimum of 50 hours clinical supervision working as a qualified clinical psychological Therapist. • Able to lead a team and make decisions and judgements about the best possible way forward in a complex work environment where the evidence base is evolving. • Able to innovate, influence and work with local partners in health and social care development new services. • Demonstrates high standards in written and verbal communication. • Proven ability of analysis of information from data bases. • Ability to develop and use a risk strategy. • Able to develop good professional relationships with staff, clients working partners and the general public. • Proven ability in carrying out clinical audits. • Able to demonstrate workforce planning in a clinical service. • Demonstrates an understanding of the national NHS Talking Therapies service and how it links to governmental objectives. • Demonstrates a knowledge of the issues surrounding work and the impact it can have on mental health / benefits and employment systems. 	Essential	Application Form & Interview

<ul style="list-style-type: none"> • Demonstrates an understanding for the need to use evidence based psychological therapies and how it relates to this post. • Understanding of New Ways of Working. • Computer literate, able to use word and spreadsheets. 		
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PERSONAL SKILLS ABILITIES AND ATTRIBUTES	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Approachable and flexible	Essential	Application Form & Interview
Good communication skills (written and verbal)	Essential	Application Form & Interview
Be able to prioritise tasks and manage time effectively	Essential	Application Form & Interview
Ability to work under pressure	Essential	Application Form & Interview
Ability to assimilate new concepts and approaches to care	Essential	Application Form & Interview
Ability to engage positively with service users	Essential	Application Form & Interview
Ability to work effectively as a team member	Essential	Application Form & Interview
Emotional robustness to frequently work with the intense distress of others.	Essential	Application Form & Interview
Ability to undertake all statutory and mandatory training including Prevention and Management of Violence and Aggression (PMVA) Breakaway (subject to Occupational Health clearance)	Essential	Application Form & Interview
Working knowledge of Microsoft Office packages e.g. Word, Excel, PowerPoint, Publisher and Outlook	Desirable	Application Form

OTHER REQUIREMENTS	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
High level of enthusiasm and motivation.	Essential	Application Form & Interview
Ability to lead and work within a team fostering good working relationships.	Essential	Application Form & Interview
Ability to work under pressure.	Essential	Application Form & Interview
Regard for others and respect for individual rights of autonomy and confidentiality.	Essential	Application Form & Interview
The ability and skills to act as an advocate for a new service, to engage and foster good	Essential	Application Form & Interview

professional relationships with all health professionals in promoting the good integration of this service with the wider health care system.		
Able to attend and participate in all mandatory and statutory training events	Essential	Application Form & Interview
Valid full driving licence with access to a vehicle for business use and the ability and willingness to travel to locations throughout the organisation as requested, independently and efficiently..	Essential	Application Form & Interview