

**NHS Ayrshire and Arran  
Person Specification**

**Post Title**     **Head of Psychological Specialty: Child and Family**  
**Post Reference Number**

<b>Selection Factors (Person Specification)</b>		<b>Criteria</b>
<b>QUALIFICATIONS &amp; TRAINING</b>	<b>Essential</b>	<p>Post-graduate doctoral level training in psychology (or its equivalent for those trained prior to 1996) as accredited by the HCPC, including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology.</p> <p>Substantial post-doctoral training in additional specialised areas of psychological practice.</p> <p>Demonstrates experience of working at Consultant Psychology level.</p>
	<b>Desirable</b>	<p>Post-doctoral training in leadership and/or management.</p>
<b>EXPERIENCE</b>	<b>Essential</b>	<p>Requires experience of working with a wide variety of client groups, across the whole life course and presenting with the full range of clinical severity across the full range of care settings and age ranges including outpatient, community, primary care, in-patient and residential care settings. This includes skill in maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.</p> <p>Experience of exercising full clinical responsibility for clients' psychological care and treatment, both as a professionally qualified care co-ordinator and within the context of a multi-disciplinary care plan.</p> <p>Experience of teaching, training and professional and clinical supervision at postgraduate level.</p> <p>Formal training in supervision of other Psychologists and those delivering psychological</p>

		<p>interventions.</p> <p>Ability to demonstrate leadership and management skills at a senior level and experience of professional management of qualified and pre-qualified Clinical/Counselling Psychologists and other professional groups, including grading and recruitment procedures, performance and appraisal.</p>
	<b>Desirable</b>	<p>Experience in professional and strategic leadership, long term strategic planning and service development.</p> <p>Experience of monitoring a budget and advising on its most effective deployment.</p>
<b>KNOWLEDGE</b>	<b>Essential</b>	<p>Doctoral level knowledge of Clinical Psychology including highly developed knowledge of lifespan developmental psychology, models of psychotherapy, clinical psychometrics and neuropsychology, and two or more distinct psychological therapies as well as well as highly developed knowledge of theory and practice of specialised psychological therapies in specific difficult to treat groups.</p> <p>Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of psychology.</p> <p>Knowledge of legislation and its implications for both clinical practice and professional management in relation to mental health and the relevant clinical service areas.</p> <p>Continuing professional development as recommended by BPS/HPCP.</p>
	<b>Desirable</b>	
<b>COMPETENCIES &amp; SKILLS</b>	<b>Essential</b>	<p>Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration.</p> <p>Skills as a senior clinician to undertake clinical leadership roles and tasks within multidisciplinary and multi-agency contexts.</p> <p>Professional approval for clinical supervisor status.</p> <p>A high level ability to communicate effectively at both a written and oral level, complex, highly technical and clinically sensitive information to clients, their families, carers and a wide range of lay and professional persons within and outside the NHS.</p>

		Highly developed skills in providing consultation to other professional and non-professional groups.
	<b>Desirable</b>	Ability to articulate clearly the role of the profession in the relevant clinical areas based on a good understanding of the framework of government and professional policy.
<b>PERSONAL CHARACTERISTICS AND OTHER</b>	<b>Essential</b>	Evidence of continuing professional development in the service area and as required by HCPC.  Demonstrate a commitment to multi professional/agency working.
	<b>Desirable</b>	