



Doctoral Programme in Clinical Psychology

TRAINEE CLINICAL PSYCHOLOGIST

PERSON SPECIFICATION

All candidates will be considered on their ability to meet the requirements of this person specification.

	Criteria	Essential/ Desirable
Academic Qualifications	First degree in Psychology, or an equivalent qualification, which confers eligibility for Graduate Basis for Chartered Membership (GBC) of the British Psychological Society.	Essential
	Evidence from undergraduate and any postgraduate study of a capacity to undertake study at a Doctoral level, as indicated by a good class of degree or its equivalent, or by postgraduate study in a field related to Clinical Psychology.	Essential
	Evidence of a high level of proficiency in English language.	Essential
Experience	Experience of paid or voluntary work in a clinical, community or clinical-academic setting exposing the person to client groups and service settings directly relevant to clinical psychology. This experience can be gained in a range of contexts including NHS or University settings, the voluntary sector, or organisations affiliated to the NHS. It follows that a variety of pre-training roles would be relevant, including (but not restricted to) Assistant Psychologist, Research Assistant, Graduate Primary Care Worker, Nursing Assistant, and Healthcare Assistant.	Essential
	Sufficient relevant clinical/clinical-research experience to familiarise the person with working practices in NHS/UK statutory service-settings.	Essential
	Evidence that this experience (as above) engenders realistic expectations of the demands and nature of Clinical Psychology training.	Essential
	Evidence that this experience (as above) has developed an awareness of the contexts in which Clinical Psychology services are usually delivered.	Essential
	Evidence that this experience includes building and sustaining relationships with service users in relevant organisational contexts.	Desirable

	Evidence of learning from supervision of clinical practice.	Desirable
	Evidence of a capacity to undertake research at a postgraduate level.	Desirable
Skills/Abilities	Knowledge: Specialist knowledge of clinical psychology acquired through relevant prior experience, undergraduate teaching and/or clinically supervised practice, and the potential to build upon and extend such knowledge through training.	Essential
	Research: A foundation of undergraduate-level knowledge of research design and methodology.	Essential
	Knowledge of basic statistical procedures employed within the field of psychology (including multivariate data analysis).	Desirable
	Research: A foundation of undergraduate-level knowledge of research design and methodology.	Essential
	Knowledge of basic statistical procedures employed within the field of psychology (including multivariate data analysis).	Desirable
	Analytical/capacity for formulation: Evidence of potential to formulate and articulate sound judgements based on analysis and interpretation of a range of complex information in clinical work, drawing both on clinical observation and on relevant theoretical models.	Essential
	Information Technology: Familiarity with computer use which may include word-processing, spreadsheets, database programmes, Publisher and PowerPoint.	Essential
	Physical: Capacity to frequently sit in constrained positions for client assessments, group and individual therapy and counselling sessions and clinical supervision.*	Essential
	Communication: Effective communication skills, both orally and in written format.*	Essential
	Evidence of potential to communicate complex, technical and clinically sensitive information to individuals with whom clinical psychologists usually work. This includes both psychologists and fellow professionals, as well as individual service users and their relatives/carers.	Essential
Evidence of potential to tailor communication in a manner which is congruent with the needs of the recipient, including the needs of service users with a range of emotional difficulties, or who have difficulty in communicating or understanding.	Essential	
Evidence of potential to exercise both appropriate assertion and diplomacy according to the particular situation, with professional colleagues, carers, relatives, and service users with a range of challenging emotional difficulties (including hostility).	Essential	

	Evidence of potential for good presentation skills suited to both formal and informal settings.*	Essential
--	--	-----------

Personal	Evidence of values and attitudes that are consistent with the NHS Constitution to ensure non-discriminatory practice.	Essential
	Evidence of ability to form empathic relations with diverse service users, carers, relatives and stakeholders in a variety of settings and contexts.	Essential
	Evidence of an ability to form good and respectful professional working relationships with a wide range of professional colleagues.	Essential
	Evidence of a capacity to reflect constructively on all aspects of own performance (academic, clinical and professional).	Essential
	Evidence of a capacity to reflect realistically on their own strengths and weaknesses.	Essential
	Evidence of receptiveness to academic feedback and clinical supervision, and to apply ideas and knowledge gained from this feedback to current and novel contexts.	Essential
	Evidence of a belief in the possibility of psychological change.	Essential
	Evidence of respect for fairness and diversity.	Essential
	Capacity for frequent extended periods of intense concentration in a range of clinical contexts (e.g. individual/group therapy, clinical assessments/interviews, clinical supervision) which require active participation which takes account of dynamic processes, and where planning of appropriate responses to these dynamic processes is required.	Essential
	Potential to work effectively under pressure, including working directly with staff, services users and carers who may be highly distressed, analyse data where there may be frequent interruptions, prioritise work, operate a waiting list, meet short deadlines and function within an unpredictable work pattern which requires regular revision of plans.	Essential
	Ability, with appropriate support, to undertake psychological assessment and therapy in an emotionally demanding environment, with frequent exposure to highly distressing or highly emotional circumstances, including situations where sexual abuse, family violence and breakdown, mental illness or terminal ill health may be the focus of psychological intervention.	Essential
	Ability to function well in the context of unexpected or uncertain outcome, or in the absence of guidelines or in novel situations, and to contain anxiety and distress on behalf of others, including other staff within the organisation.	Desirable
	Evidence of potential ability to work as a lone worker in circumstances where there may be exposure to severe distress, verbal or physical aggression.	Desirable

	Evidence of potential ability to work effectively whilst exposed to unpleasant working conditions including frequent exposure to verbal aggression and occasional exposure to physical aggression.	Desirable
Practical	Ability and willingness to travel across the training region.*	Essential
	Current driving licence and car/motorcycle owner.*	Essential
	Satisfactory Enhanced check with the Disclosure and Barring Service	Essential
	Satisfactory Work Health Assessment	Essential

* After any reasonable adjustments to compensate for disability, including adjustments required to comply with the Equality Act.