

## PERSON SPECIFICATION

### FFT and FFT CW Supervisor : Band 8b

	<b>Essential Criteria</b>	<b>Desirable Criteria</b>
<b>Education/ Qualifications</b>	<ul style="list-style-type: none"> <li>Post-graduate doctoral level training in clinical and applied (forensic or counselling) psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS and HCPC registered and some post qualification systemic training</li> <li>Masters level qualification (or its equivalent) in Family and Systemic Therapy and eligibility for UKCP Registration (Systemic)</li> </ul> <p>Clinical Supervision Training or substantial experience of supervising family therapists and other professionals or undertaken training in the supervision of trainee clinical psychologists.</p> <p>Other evidence of continuous professional development</p>	<p>Undertaken post-doctoral training in systemic or cognitive behavioural therapy or in forensic practice.</p> <p>AFT Supervisor Registration</p> <p>Evidence of post-qualifying training relevant to Child and Family Mental Health &amp; Child Protection.</p>
<b>Experience</b>	<p>Assessed experience of working as a qualified clinical or applied psychologist for a significant period with experience of working at a highly specialist level</p> <p>Experience of working and supervising staff in a systemic multi-disciplinary community based Child, Adolescent and Family Mental Health setting.</p> <p>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 including outpatient, community, primary care, in-patient and residential care settings severity including 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</p>	<p>Experience of representing psychology within the context of multi-disciplinary care.</p> <p>Experience of assessing and treating clients within the community</p> <p>Experience off working within a multicultural framework.</p> <p>Experience of supervision of psychological therapies using a range of modalities</p> <p>Experience and knowledge relating to young people in the Criminal Justice setting and care setting.</p> <p>Experience in the use of systemic based interventions with adolescents and their families. Implementation of interventions within or between systems in the youth's natural ecology</p>

	<p>and treatment, both as a professionally qualified care coordinator and also within the context of a multidisciplinary care plan.</p> <p>Experience of the application of psychology / systemic psychotherapy in different contexts.</p> <p>Experience of teaching, training and/or professional and clinical supervision.</p> <p>Experience of planning and delivery of specialist systemic services.</p> <p>Experience of teaching systemic skills and theory to systemic trainees, and other staff from the multi-disciplinary team.</p> <p>Experience of teaching core mental health issues related to child, adolescent and family mental health.</p> <p>Experience of self-harm assessment and intervention with both individuals and their families</p> <p>Experience of risk assessment, risk management and safety planning</p>	<p>Experience of managing staff</p>
<p><b>Skills/Abilities</b></p>	<p>Skills in the use of complex methods of psychological assessment, psychological formulation, intervention and management frequently requiring sustained and intense concentration. This requires the use of highly developed analytical and judgement skills.</p> <p>Ability to apply a clinical model of systemic theory and intervention and the ability to achieve adherence to a clinical model.</p> <p>Ability to coach others in the delivery of a specific intervention (FFT/FFT-CW) to achieve high levels of fidelity.</p> <p>Ability to work in community and family settings, managing the highly complex emotional relationships within and between the component parts of the family and how it interacts with the professional system in ways which maximise the potential for therapeutic outcomes.</p> <p>Ability to work with a racially and culturally diverse community in a wide variety of contexts including working therapeutically in family homes</p>	<p>Ability to manage crisis</p>

	<p>Ability to interpret the model of intervention so that pragmatic and goal specific and measurable steps can be set out for young people and their families.</p> <p>Planning and organizing skills for caseload management.</p> <p>Skills in self-management, including time-management.</p> <p>Ability to multi-task and manage competing demands and pressures whilst maintaining support and leadership of the FFT/FFT-CW team.</p> <p>Well developed skills in the ability to communicate effectively, orally and in writing, highly technical, and clinically sensitive information, including contentious and highly distressing information, to clients, their families, carers and other professional colleagues.</p> <p>Good understanding of other professionals' theoretical perspectives of this client group. Ability to view family as client.</p> <p>Ability to take a systemic perspective</p> <p>Ability to identify, and employ, as appropriate, clinical governance mechanisms, including regular supervision, for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.</p> <p>Skills in providing consultation to other professional and non-professional groups.</p> <p>Evidence of continuing professional development as recommended by the BPS and/or AFT.</p> <p>Formal training in supervision of professional staff.</p> <p>Advanced keyboard skills.</p>	
<p><b>Knowledge/ Understanding</b></p>	<p>Knowledge of legislation in relation to the client group and its implications for both clinical practice and professional management in relation to the client group.</p> <p>Knowledge of youth offending and social care systems</p>	<p>Well-developed knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat people, groups (e.g. personality disorder, dual diagnoses, people with additional disabilities etc).</p>

	<p>Knowledge and understanding of adult mental health issues</p> <p>Knowledge of methodology consistent with systemic practice.</p> <p>Knowledge and ability to formulate methods of audit and evaluation and produce reports about collected service data</p> <p>Highly developed ability to think strategically and develop collaborative plans in relation to service development</p> <p>Advanced skills in applying systemic theory to work with individuals, couple, families, using a variety of approaches within systemic practice.</p> <p>Advanced knowledge of child and adolescent development</p> <p>Up-to-date knowledge of relevant legislation, ethical issues, safeguarding and strategic frameworks including The Children Act 1989, and its implications for both clinical practice and professional management of services for children and young people.</p> <p>Evidence of continued professional development as required by the UKCP/AFT or HPCP guidelines.</p>	<p>Knowledge of the theory and practice of highly specialised psychological therapies and assessment methodologies.</p> <p>Knowledge of legislation in relation to the adults and mental health.</p> <p>Knowledge of current psychological evidence base and best practice in working with children and young people.</p> <p>Knowledge of behavioural parent training programmes and systemic practices</p>
<p><b>Physical requirements</b></p>	<p>Ability to travel across County to attend professional and business meetings and do home visits. Ability to attend sessions in the client's home or other setting across the County.</p>	

<p><b>Other Requirements</b></p>	<p>Excellent interpersonal and communication skills, enabling formation of networks with professionals from other agencies to promote effective team working with clients.</p> <p>Able to contain and work with high levels of distress from clients.</p> <p>Able to contain and work with organisational stress and ability to hold the stress of others</p> <p>Ability to work under pressure and tight deadlines.</p> <p>Interpersonally calm and able to defuse difficult, volatile situations.</p> <p>Able to tolerate ambiguity and to take decisions in situations of incomplete information.</p> <p>Ability to exercise appropriate levels of self-care and to monitor own state, recognising when it is necessary to take active steps to maintain fitness to practice.</p> <p>Good organisational skills</p> <p>Motivated towards personal and professional development with a strong CPD record.</p> <p>Committed to evidence based practices and evaluation of services</p> <p>Ability to tolerate ongoing constructive feedback with the aim of improving adherence to the model</p> <p>Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours.</p> <p>Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.</p> <p>Ability to work flexibly outside working hours and see clients in the home</p> <p>Ability to travel across a large County with poor public transport</p>	
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