

PERSON SPECIFICATION

Programme Manager FFT and FFT CW Service : Band 8c/ 8d

	Essential Criteria	Desirable Criteria
Education/ Qualifications	<ul style="list-style-type: none"> 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 or Masters level qualification (or its equivalent) in Family and Systemic Therapy and Other relevant clinical qualifications (nursing or social work) Clinical Supervision Training or Management and leadership training. <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 & Child Protection.</p> <ul style="list-style-type: none"> HPCP registered and some post qualification systemic training eligibility for UKCP Registration (Systemic)
Experience	<p>Demonstrable and substantial experience of working as a senior qualified clinical or applied psychologist for a significant period with experience of working at a highly specialist level</p> <p>Experience of working with and supervising staff in a systemic multi-disciplinary community based Child, Adolescent and Family Mental Health, Social Care or Forensic 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..</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 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.</p> <p>Experience of young people in care settings.</p>

	<p>Experience of implementing evidence based practices or working within practice based evidence and outcome based services</p> <p>Experience of managing staff including those in a managerial position</p> <p>Experience of reporting performance management to boards 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>Experience of leading professional development for a staff group, including for senior staff so that the workforce is trained for the tasks which they will perform.</p> <p>Experience of risk assessment, risk management and safety planning for children and families</p> <p>Experience of safeguarding and child protection systems</p> <p>Experience of complex delivery systems and working across large and complex organisations</p>	
<p>Skills/Abilities</p>	<p>Skills in the applied use of complex methods of psychological assessment, psychological formulation, intervention and management.</p> <p>Strong evidence of highly developed analytical and judgment 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 communicate and negotiate with a range of stakeholders</p> <p>Ability to manage performance reporting to a board</p> <p>Ability to create and sustain systems for the delivery of the specific intervention (FFT/FFT-CW) to achieve high levels of fidelity.</p> <p>Ability to work strategically across complex systems so as to assure the delivery of contractual outcomes with a high degree of ethical standards.</p>	<p>Ability to manage crisis</p>

	<p>Ability to work with a racially and culturally diverse community in a wide variety of contexts</p> <p>Ability to overcome systemic barriers and obstacles to the implementation and high utilisation of the services through negotiation and relationship management</p> <p>Skills in self-management, including time-management and the ability to multi-task and manage competing demands and pressures</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 Good understanding of other professionals' theoretical perspectives of this client group. 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</p> <p>Advanced keyboard skills.</p>	
<p>Knowledge/ Understanding</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 including safeguarding and child protection</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>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 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>Highly developed ability to think strategically and develop collaborative plans in relation to service development</p> <p>Advanced skills in applying systemic theory</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</p>	<p>Knowledge of social impact bonds and outcome based payment structures</p>
<p>Physical requirements</p>	<p>Ability to travel across Norfolk and Suffolk to attend professional and business meetings</p>	

<p>Other Requirements</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 potential high levels of different opinions between different stakeholders.</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 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 Ability to travel across 2 large Counties with poor public transport</p>	
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