

PERSON SPECIFICATION



ASSISTANT PSYCHOLOGIST (AFC B4)

Essential Criteria – these are attributes without which a candidate would not be able to undertake the full remit of the role. Applicants who do not clearly demonstrate in their application that they possess the essential requirements will normally be eliminated at the short listing stage.

Desirable Criteria – these are attributes which would be useful for the candidate to hold. When short listing, these criteria will be considered when more than one applicant meets the essential criteria.

Means of Assessment – Verified at interview (I), by application form (A) or by a test (T). Please note that candidates invited for interview will be notified if there will be a requirement to undertake a test or presentation. These additional assessments may be used to judge one or more criteria within the factor.

Specification	Essential	Desirable	Assessment Method
Education and Professional Qualifications	Evidence of ability to study successfully at undergraduate level or the equivalent A 2:1 or above honours degree in a psychology with eligibility for Graduate Basis for Chartership (GBC)		Application Form, Pre-employment checks
Experience/ Training	Evidence of reflection on experience, clinical or non-clinical and academic, in relation to the role of assistant psychologist	Paid or voluntary work in relevant areas such as education, social care, research and health care settings Experience of working in mental health or related services Worked in a service where agreed targets in place to demonstrating outcomes	Application Form Interview
Knowledge and Skills	Excellent verbal and written communication skills, including communicating complex information to children, young people and their families, and colleagues. Able to develop good therapeutic relationships with	Ability to manage own caseload and time Demonstrates a knowledge of the issues relating to children and young people and the impact they can have on mental health	Application Form Interview

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	<p>children, young people and their families.</p> <p>Well-developed IT skills</p> <p>Demonstrates an understanding of children and young people's mental health and how it may present.</p>	<p>Demonstrates an understanding for the need to use evidence-based psychological therapies and how it relates to this post</p>	
Personal attributes	<p>Ability to study as a self-motivated learner and implement training with appropriate support</p> <p>Ability to work within a team and foster good working relationships</p> <p>Ability to identify and follow relevant clinical governance procedures.</p> <p>Ability to use supervision and personal development positively and effectively</p> <p>Ability to work under pressure</p> <p>Regard for others and respect for individual rights of autonomy and confidentiality</p> <p>Ability to be self-reflective in personal and professional development and in supervision</p>	<p>Fluent in languages other than English</p>	<p>Application Form,</p> <p>Interview</p>
Other Factors		<p>Car driver and/or ability and willingness to travel to locations throughout the organisation <i>(please note this may be <u>essential criteria</u> in some health board areas).</i></p>	<p>Interview</p>