

PERSON SPECIFICATION



ASSISTANT PSYCHOLOGIST (AFC B5)

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	<p>A 2:1 or above honours degree in a psychology with eligibility for Graduate Basis for Chartership (GBC)</p> <p>NES Enhanced Psychological Practice Adult Qualification</p>		<p>Application Form</p> <p>Pre-employment checks</p>
Experience/ Training	<p>Experience of working in a primary care/community service</p> <p>Experience of meeting targets</p> <p>Evidence of working with people who have experienced a mental health difficulty</p> <p>Experience of working in mental health or related services</p> <p>Experience of telephone working</p> <p>Worked in a service where agreed targets in place demonstrating clinical outcomes</p>	<p>Experience of working in the local community</p> <p>Experience of setting up groups or being involved in projects</p> <p>Experience of engaging with external stakeholders</p>	<p>Application Form</p> <p>Interview</p>
Skills	<p>Skills in providing enhanced psychological interventions</p> <p>Skills in delivering support in a range of modalities including</p>	<p>Received training (either formal or through experience) and carried out risk assessments within scope of practice</p>	<p>Application Form</p> <p>Interview</p>

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	<p>face to face, over the phone and online</p> <p>Excellent verbal and written communication skills, including telephone skills</p> <p>Ability to communicate effectively in an emotive atmosphere</p> <p>Ability to communicate sensitive information to patients and colleagues</p> <p>Ability to manage own caseload and time</p> <p>Able to develop good therapeutic relationships with clients</p> <p>Ability to work both independently and within a team</p> <p>Good organisational skills</p> <p>Good computer skills with word processing and data processing</p> <p>Ability to evaluate and put in place the effect of training</p>	<p>Fluent in a language other than English</p>	
Knowledge	<p>An appreciation of the needs and difficulties of people with mental health problems (particularly anxiety and depression) and how they may present in primary care</p> <p>Demonstrates an understanding for the need to use evidence based psychological therapies and how it relates to the post</p> <p>Broad understanding of mental health issues and the primary care context</p>	<p>Demonstrates a knowledge of the issues surrounding work and the impact it can have on mental health</p> <p>Knowledge of the medication used in anxiety and depression and other common mental health problems</p>	<p>Application Form</p> <p>Interview</p>

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	Broad understanding of audit, research and evaluation		
Other	<p>High level of enthusiasm and motivation</p> <p>Ability to work within a team and foster good working relationships</p> <p>Ability to use clinical supervision and personal development positively and effectively</p> <p>Ability to work under pressure and emotionally resilient</p> <p>Regard for others and respect for individual rights of autonomy and confidentiality</p> <p>Ability to be self-reflective whilst working with service users, in own personal and professional development and in supervision</p> <p>Able to work with diverse communities and within a multi-cultural setting</p>	Car driver and/or ability and willingness to travel to locations throughout the organisation (may be essential in some health board areas).	<p>Application Form</p> <p>Interview</p>