



Association for Family &
Systemic Psychotherapy

AFSP Recommended Band 8a Person Specification

Person specification

The person specification sets out the qualifications, experience, skills, knowledge, personal attributes, interests, and other requirements, which the post holder requires to perform the job to a satisfactory level.

Job Title: Highly Specialist Family and Systemic Psychotherapist Band 8a

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
	i.e. Those qualities without which a post holder could not be appointed	i.e. those extra qualities which can be used to choose between candidates who meet all the essential criteria	i.e. the method by which the person specification criteria will be assessed/evaluated A = Application I = Interview
Qualifications	<p>Family and Systemic Psychotherapist</p> <p>Post-graduate qualification in relevant mental health/social welfare profession and demonstrable practice over a minimum of three years. Masters/Diploma level qualification (or its equivalent) in Family and Systemic Psychotherapy, accredited with UKCP. The Maintenance of UKCP Registration by attendance on short or long training courses to meet AFSP CPD requirements</p>	<p>Training in teaching systemic psychotherapy post-qualification training in one or more additional specialised areas of therapeutic practice</p>	<p>A/ Certificates</p>



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<p>Experience</p>	<ul style="list-style-type: none"> • Minimum three years practice in relevant first profession • Assessed experience of working as a qualified systemic family psychotherapist for a minimum of 2 years or substantial previous relevant clinical experience or newly qualified systemic psychotherapist with both substantial and significant previous relevant clinical experience and family therapy experience within the designated speciality where the post is located. • Experience of specialist systemic assessment, formulation and intervention with clients across the full range of care settings, including outpatient, community, primary care and inpatient settings. • Experience of working with a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse with a wide variety of client groups across the whole life course presenting problems that reflect the full range of clinical severity. • Experience of exercising full clinical responsibility for systemic care and treatment, both as a professionally qualified care coordinator and also within the context of a multidisciplinary care plan. • Experience of working in a multi-disciplinary team Experience of working with a range of childhood disorders 	<ul style="list-style-type: none"> • Experience of working with people (children and families) of all ages. • Experience of teaching, training &/or supervision. • Experience of the application of systemic psychotherapy in different cultural contexts. 	<p>Application/interview/ references</p>
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	<p>at the acute and chronic stage. Experience of self-harm assessment and intervention with both individuals and their families</p> <ul style="list-style-type: none"> • Experience of risk assessment and risk management 		
Skills & Abilities	<ul style="list-style-type: none"> • Highly Specialist skills in using a wide variety of systemic theories and interventions and the ability to use these appropriately in relation to client need and work setting • Highly Specialist skills in the use of complex methods of psychological assessment, intervention and management, frequently requiring sustained and intense concentration. • Well-developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical &/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS. • Highly Specialist skills in providing consultation to other professional groups. • Ability to work in inpatient/family settings, managing the highly complex emotional relationships within and between the component parts of the family-hospital system in ways, which maximise the potential for therapeutic outcomes. • Knowledge of and Highly Specialist skill in using a wide variety of systemic theories and interventions and the 	<ul style="list-style-type: none"> • Experience in supervision of counselling or nursing. A short course in supervision would be desirable. • Highly Specialist skills for offering live supervision of multi-disciplinary colleagues. • Highly Specialist skills in professional supervision; skills for offering live supervision to multi-disciplinary colleagues. 	A/I



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	<p>ability to use these appropriately in relation to client need and work setting</p> <ul style="list-style-type: none"> • Highly Specialist skills in providing consultation to other professional and non-professional groups. • Ability to multi-task at different levels of context, while leading a systemic psychotherapy session requiring intense concentration and skills for using a one-way screen, video equipment and involving members of from different professional background in service delivery simultaneously 		
Knowledge,	<ul style="list-style-type: none"> • Knowledge of child development/ mental health issues • Masters/Doctoral level knowledge of research methodology consistent with systemic psychotherapy. • Ability to work with a racially and culturally diverse community in a wide variety of contexts including highly specialist skills for working therapeutically in family homes • Up-to-date knowledge of relevant legislation, ethical issues and strategic frameworks including The Children Act 1989, and its implications for both clinical practice and professional management 	<ul style="list-style-type: none"> • Knowledge of legislation in relation to the adults and mental health. • Knowledge of current psychological evidence base and best practice in working with adults. 	A/I References



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<p>Additional Requirements</p>	<ul style="list-style-type: none"> • Excellent interpersonal skills. • Ability to manage working in highly complex situations where there are multiple difficulties, competing/conflictual views about those difficulties, and participate in creating contexts that develop systemic rapport, and harness the abilities of others in developing resources and solutions. • Appreciation of the interface between personal and professional lives, high level of self-awareness and knowledge of principles of self-care. • Ability to assess and manage risk. • Ability to recognise and challenge age discrimination. • Ability to identify and employ methods of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour. • Advanced video skills and the ability to teach and train others, using a variety of c complex multi-media materials suitable for presentations within public, professional and academic settings. • Evidence of continuing professional development as recommended by AFSP/UKCP registration 	<ul style="list-style-type: none"> • Personal experience of coping with life stressors. • Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations in public, professional and academic settings. 	<p>A/I Document Check</p>
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