



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: Family and Systemic Psychotherapist Band 7

	ESSENTIAL i.e. Those qualities without which a post holder could not be appointed	DESIRABLE i.e. those extra qualities which can be used to choose between candidates who meet all the essential criteria	METHOD OF ASSESSMENT 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> <ul style="list-style-type: none"> • Master’s level qualification or equivalent in family and systemic psychotherapy or equivalent qualification accredited by AFSP. • Postgraduate qualification in relevant mental health or social care related discipline or equivalent. <p>(E.G. Clinical psychology registered with HCPC, or Registered Mental Health Nurse (NMC) registered with HCPC, or Occupational Therapy degree level and registered with HCPC, or Registered Social Worker registered with</p>	<p>Additional training/ accreditations (or working towards these) to reflect post qualification interest/ specialism (e.g., Health Psychology, Neuropsychology, BABCP, UKCP, ACAT, BPS).</p>	<p>A/ Certificates</p> <p>A</p>



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	<p>HCPC, or qualified Psychotherapist registered with professional body UKCP or equivalent)</p> <ul style="list-style-type: none"> Registered and accredited as a Family and Systemic Psychotherapist with the professional body UK Council for Psychotherapy (UKCP) The Maintenance of UKCP Registration by attendance on short or long training courses to meet AFSP CPD requirements. Evidence of training and/or interest and knowledge in psychological models and therapeutic approaches relevant to the post. 		Application/Interview
Experience	<ul style="list-style-type: none"> Minimum three years practice in relevant first profession Experience of working in evidence-based ways with services users (and their carers/families) presenting with the full range of clinical severity across the range of settings, maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse Experience of dealing with highly distressing or emotional circumstances, such as serious mental illness, child and sexual abuse, exploitation, and complex family dynamics 	<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. Experience of delivering teaching and training to staff Experience of service development and carrying out 	<p>Application/interview/ references</p> <p>A</p> <p>A</p> <p>I</p>



	<ul style="list-style-type: none"> • Experiencing of working with complex situations concerning safeguarding and risk management • Experience of working effectively in a multi-disciplinary team and multi-agency environment • 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 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 providing clinical supervision, mentoring, or providing structured guidance to other staff • Experience of risk assessment and risk management • Experience of positively influencing team practice and promoting well-being and social inclusion and commitment to fostering trauma-informed and neuro-affirmative, anti-racist practice 	<p>clinical audit, evaluative research and applying the findings</p>	<p>A/I</p> <p>I</p> <p>A/I</p>
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	<ul style="list-style-type: none"> • Experience of working with, and addressing issues of diversity, including experience of working with diversity, multiculturalism, and equality of access to service. 		
Skills & Abilities	<ul style="list-style-type: none"> • 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. • 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. • Specialist skills in the use of complex methods of psychological assessment, intervention and management, frequently requiring sustained and intense concentration. • Specialist skills in providing systemic consultation to other professional and non-professional groups • Demonstrable knowledge, skills and abilities in the practice of systemic/psychological or psychotherapeutic assessment, formulation and intervention, relevant to the service area. • Ability to complete clear and detailed assessments and collaboratively derived formulations of a service users' 	<ul style="list-style-type: none"> • Knowledge and understanding of service evaluation, audit and research and completing this in the NHS. 	A/1



	<p>presentation and deliver a treatment plan, modifying the treatment plan as needed.</p> <ul style="list-style-type: none">• Ability to manage difficult situations with service users that have complex presentations and/or challenging behaviours and to manage a demanding and complex caseload.• Well-developed skills in the ability to communicate effectively, orally and in writing, complex, technical and/or sensitive information to service users, their carers/families and other professional colleagues, both within and outside the NHS• Well-developed interpersonal skills, with the ability to support, influence and engage with clinicians, stakeholders and service users to create change and improvement• The ability and skills to act as an advocate for the service, to engage and foster good professional relationships with all health professionals in promoting the good integration of this service with the wider health care system.• Ability to confidently cope well under pressure, resolve issues and competing demands, with excellent time management skills and an ability to respond constructively to challenge or resistance, applying practical problem-solving skills in everyday and complex situations.		
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<p>Knowledge,</p>	<ul style="list-style-type: none"> • Masters/Doctoral level knowledge of research methodology consistent with systemic psychotherapy. • Highly developed knowledge of systemic theory and practice • Knowledge of relevant legislation and its implications for both clinical practice and professional management in relation to this specific client group i.e. children/adults/mental health • Ability to identify and employ methods of clinical governance as appropriate, to support and maintain clinical practice • Knowledge and understanding of a wide range of systemic theories and approaches, and ability to utilise this knowledge in defining specialist and complex systemic formulations and multiple systemic hypotheses 	<ul style="list-style-type: none"> • Knowledge and understanding of service evaluation, audit and research and completing this in the NHS. • Knowledge in providing psychological or psychosocial formulations from wider range of theoretical perspectives 	<p>A/I</p>
<p>Additional Requirements</p>	<ul style="list-style-type: none"> • Able to work flexibly around working patterns as required, and ability to travel independently between locations to fulfil the requirements and duties of the position • Advanced IT skills and the ability to navigate various systems and software packages (such as Outlook, databases, MS office/Teams, EPR and the internet). 	<ul style="list-style-type: none"> • Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations in public, professional and academic settings. • Personal experience of coping with life stressors 	<p>A/I</p>



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	<ul style="list-style-type: none">• Appreciation of the interface between personal and professional lives, high level of self-awareness and knowledge of principles of self-care.• 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.		
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