



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 8b

	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	<ul style="list-style-type: none"> • Appropriate qualification in relevant mental health/social welfare profession and demonstrable practice over a minimum of four 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 CPD requirements. 	<ul style="list-style-type: none"> • Clinical Supervision training • Training in teaching systemic psychotherapy • Post-qualification training in one or more additional specialised areas of therapeutic practice • Registered as Clinical supervisor • Management training 	A/ Certificates



AFSP Recommended Band 8b Person Specification

		<ul style="list-style-type: none"> • Qualification as AFSP Approved Clinical Supervisor or substantial supervision experience 	
Experience	<ul style="list-style-type: none"> • Minimum four years practice in relevant first profession • Assessed experience of working as a qualified systemic family psychotherapist for a minimum of three years, including at least 3 years post qualification experience within the designated specialty where the post is located. • Experience of specialist systemic assessment, formulation and intervention with individuals and families. • 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. 	<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 developing services. 	A /I/ references



AFSP Recommended Band 8b Person Specification

	<ul style="list-style-type: none"> • Experience of working in a multi-disciplinary team Experience of working with a range of childhood disorders at the acute and chronic stage. • Experience of self-harm assessment and intervention with both individuals and their families • Experience of risk assessment and risk management 		
Skills	<ul style="list-style-type: none"> • Advanced 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 • Advanced 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. • Advanced skills in providing consultation to other professional groups. • Advanced knowledge of and skill 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 	<ul style="list-style-type: none"> • Advanced skills in professional supervision to meet UKCP requirements • Advanced Skills for offering live supervision to multi-disciplinary colleagues. 	A/I/ references



AFSP Recommended Band 8b Person Specification

	<ul style="list-style-type: none"> • Advanced skills in professional supervision; skills for offering live supervision of multi-disciplinary colleagues. • Advanced skills in providing consultation to other professional and non-professional groups. • Advanced ability to multi-task at different levels of context, while leading and supervising a systemic psychotherapy clinical/training practicum 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 		
<p>Knowledge,</p>	<ul style="list-style-type: none"> • Advanced Knowledge of child development/ mental health issues • Knowledge of research methodology consistent with systemic practice • Ability to work with a racially and culturally diverse community in a wide variety of contexts including advanced 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. 	<p>A/I References</p>



AFSP Recommended Band 8b Person Specification

<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 take a lead 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 teach and train others, using a variety of complex multi-media materials suitable for presentations in public, professional and academic settings. • 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. • Evidence of continuing professional development as recommended by AFT and UKCP. • Ability to be part of the recruitment process and attend recruitment panels. 	<ul style="list-style-type: none"> • Personal experience of coping with life stressors. 	<p>A/I Document Check</p>
---------------------------------------	---	--	-------------------------------