

**PERSON SPECIFICATION**

**Accredited Cognitive Behavioural Therapist**

|                                     | <b>Essential</b><br><br><b>The qualities without which a post holder could not be appointed</b>  | <b>Desirable</b><br><br><b>Extra qualities which can be used to choose between candidates who meet all the essential criteria</b>   |
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| <b>Qualifications and Education</b> | Postgraduate Diploma in CBT<br><br>Accredited Cognitive Behavioural Psychotherapist (BABCP)<br><br>Post registration clinical experience in CBT<br><br>Evidence of ongoing Professional Development in CBT | MSc in CBT<br><br>RMN<br><br>EMDR Practitioner<br><br>Post registration qualification in clinical practice<br><br>BABCP accredited training in Clinical Supervision<br><br>Full driving licence<br><br>Car Owner/driver   |
| <b>Experience &amp; knowledge</b>   | Experience of treating a wide range of psychological disorders using CBT<br><br>Experience of working autonomously<br><br>Experience of offering psychological therapies to children and young people      | Post registration clinical experience within the community<br><br>Clinical experience of working within a Multidisciplinary Team<br><br>Experience of treating complex conditions and or Axis 2 disorders<br><br>Experience in Line Management (need not be Psychological Therapists) |

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|                             | <p>Experience of conducting mental health assessments and risk assessments</p> <p>Experience of implementing Stepped Care</p> <p>Experience of providing Clinical Supervision in relation to CBT or a willingness to undertake supervision training</p> <p>Experience of providing education, teaching and training in relation to CBT</p> <p>Experience of collating and recording clinical outcomes</p> <p>Engagement in an ongoing CPD CBT programme (including recent attendance at CBT conferences or training).</p> <p>Evidence of receiving regular &amp; recent post registration Clinical Supervision in CBT</p> | <p>A basic understanding of other Psychological treatment modalities</p> <p>In depth knowledge of at least one area of CBT practice</p> <p>Knowledge of how to performance manage staff</p> |
|                             | <b>Essential</b>  | <b>Desirable</b>  |
| <b>Communication Skills</b> | <p>Good communication skills with colleagues, customers of the service (including patients) and outside agents, both face to face and via the telephone</p> <p>Good team working skills and co-operative team working with the DRCS team</p>  |   |

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| <b>Administration Skills</b> | <p>Excellent administration and organisational skills</p> <p>Able to maintain accurate admin records and/or in-house administration systems</p> <p>Maintain a high standard in the content and presentation of their administration</p>   |  |
| <b>Organisational Skills</b> | <p>Demonstrates excellent time keeping.</p> <p>Ability to plan, prioritise and organise own workload and work to tight time scales</p>  |  |
| <b>Personal Attributes</b>   | <p>Ability to plan, prioritise and organise own workload and work to tight time scales Punctual</p> <p>Flexible across hours of work when required</p> <p>Empathetic and understanding towards people and their needs.</p> <p>Non-judgemental</p> <p>Ability to work independently and demonstrate initiative.</p> <p>Demonstrate a positive attitude towards change in a proactive and constructive approach.</p> <p>Good previous attendance record.</p> <p>Able to exercise discretion and be diplomatic</p> |  |

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|  | Ability to work as part of a team<br>Ability to work autonomously to achieve work goals<br>Tact and discretion |  |
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