

PERSON SPECIFICATION

Job title	Practitioner Psychologist – Criminal Justice
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Personal Effectiveness	Essential	Desirable
	<ul style="list-style-type: none"> • Excellent interpersonal skills at all levels to engage, build relationships and influence. • Plain English skills – both verbal and written to bring clarity and purpose. • Ability to tailor message to the audience. • Adaptable and able to work in a challenging and changeable environment. • Building exceptional relationships with a range of internal and external stakeholders including commissioners. • Ability to deliver against agreed objectives and targets. • Able to help lead the clinical direction of a service and make decisions and judgements about the best possible way forward. 	

Technical effectiveness	Essential	Desirable
	<ul style="list-style-type: none"> • Demonstrable commitment to the Recovery Agenda. • Working knowledge and understanding of substance misuse issues and the ability to recognise the indicators of increasingly chaotic and risky misuse of substances amongst Service Users. ▪ Understanding of the issues faced by Service Users co-existing substance misuse, mental health and offending behaviours ▪ Working knowledge and understanding of current legislation. ▪ Able to deliver a range of services/treatments/interventions in a person centred, non-judgemental manner. 	<ul style="list-style-type: none"> • Practice of implementing nationally recognised Psycho-Social models into a mental health or substance misuse setting (in-patient and/or community).

	<ul style="list-style-type: none"> ▪ Able to demonstrate flexibility and creativity when developing support packages/Care & Recovery plans ▪ Experience in managing a caseload of Service Users with complex needs. ▪ Proven track record in managing incidents of challenging behaviour. ▪ Excellent understanding of issues surrounding clinical risk. ▪ Demonstrates knowledge of the issues surrounding work and other social factors and the impact it can have on mental health / benefits & employment systems. ▪ Knowledge of medication used in the treatment of people with drug and/or alcohol and mental health problems. ▪ Demonstrates an understanding for the need to use evidence-based psychological therapies and how it relates to this post. ▪ Able to demonstrate a good knowledge and value base in a relevant service specialism. ▪ Contribute to data entry and retrieval searches and reports to ensure that internal and external service requirements are met. 	
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Acquired experience & qualifications	Essential	Desirable
	<ul style="list-style-type: none"> • Doctorate in Clinical, Counselling or Forensic Psychology (as recognised by the HCPC) • Up to date registration through the Health and Social Professions Council as a Practitioner Psychologist • Experience of delivering and coordinating psychological services. • Full range of skills and competencies as laid out in the competence framework for CBT (Roth and Pilling 2007). 	<ul style="list-style-type: none"> • Experience of working in Criminal Justice settings • Substance Misuse qualification • Clinical expertise in drug and alcohol related health issues and evidence based practice • Have formal training in clinical and managerial supervision.

	<ul style="list-style-type: none"> • Ensure knowledge and Continued Professional Development are maintained. • Experience of line managing clinical staff and providing clinical supervision. • Experience of working with substance misuse and/or mental health Service Users. 	
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Other requirements	Essential	Desirable
	<ul style="list-style-type: none"> • Able to provide high quality support. • Capacity to travel within the service locality and to other Turning Point's operational locations. • Contribute to other activities within the service, especially within the area of interventions development • Contribute to Turning Point's Clinical Governance Framework. • Self motivate, organise and prioritise own workload. 	<ul style="list-style-type: none"> • Own transport.