

PROGRESS *your* CAREER



**CBT Therapist or Clinical/Counselling
Psychologist/ Family Therapist**

Band 7

Job Description and Person Specification

Job Description

JOB TITLE: Family therapist/Clinical/Counselling Psychologist
BAND: 7
RESPONSIBLE TO: Strategic Service Manager

KEY RELATIONSHIPS:

Internal	External
Own Team Line Manager Eating Disorders Team Eating Disorder Service Team Manager NELFT Staff	GPs Collaborative Care Social Services Specialist Eating Disorder Hospitals Schools and Education Service Users Carers Families

The purpose of this job description is to outline the level of responsibility and accountability of this post. This will ensure that all work undertaken by our staff is clearly identified and carried out under clear lines of accountability.

Aim of the role:

The expectation of this post holder will be to support their team, department and organisation to achieve the Trust's Values in their day-to-day work. These are the 5P's:

- Putting people first
- Prioritising quality
- Being progressive, innovative and continually improve
- Being professional and honest
- Promoting what is possible – independence, opportunity and choice

Management Structure:

North East London NHS Foundation Trust's Board of Directors has thirteen voting members. Seven members, including the Chair, are non-executive members. They are appointed by the Council of Governors to provide an independent view to the work of the Board. Six members, including the Chief Executive, are executive members. They are in charge of the day-to-day running of the Trust.

Members of the Trust Board are:

Chair	Eileen Taylor
Chief Executive	Paul Calaminus
Deputy Chief Executive Officer	Dr Mohit Venkataram
Chief Medical Officer	Caroline Allum
Chief Financial Officer	Navin Kalia
Chief Operating Officer	Brid Johnson
Executive Director of Partnerships	Clare Burns
Executive Director of AHPs, Psychological Professions and Social Work	Judith Friedman
Executive Director of People and Culture	Simon Hart
Executive Chief Nursing Officer/ Executive Director AHP & Psychological Professions	Wellington Makala
Vice Chair / Non-executive director	Sue Lees
Non-executive director	Liz Delauney
Non-executive director	Jasbir Sandhu
Non-executive director	Zaeem Haq
Non-executive director	Colin Lynch
Non-executive director	Deborah Wheeler
Non-executive director	Caroline Dollery
Non-executive director	Neil Swift

The management structures below the Trust Board were reconfigured at the end of 2013 in order to provide synergy with our CCG and Local Authority Commissioners. The new structures are based around the localities covered by NELFT.

An Integrated Care Director (ICD) working alongside an Associate Medical Director (AMD) manages each Integrated Care Directorate – this relationship has served NELFT well and ensures that the clinical voice is key to all decisions made in the Organisation. Support to the ICD and AMD is provided by a variety of assistant director positions in each Directorate

Integrated Care Directorate	Integrated Care Director	Associate Medical Director
Acute & Rehabilitation	Caroline O'Donnell	Dr Richard Duffett
Havering	Carol White	Dr DarlingtonDaniel
Barking & Dagenham	Melody Williams	Dr Asif Bachlani
Redbridge	Sanjiv Luckhea	Dr Sujaa Arokiadass
Waltham Forest	Jamie Stafford	Dr Bill Travers
Essex	Tania Sitch	Dr Afifa Qazi

Each of NELFT’s Integrated Care Directorates is working productively to achieve optimum levels of integration across mental and physical health services within each locality.

NELFT has also created “Communities of Practice” (COPs) to research and develop evidence-based ways of working in each of three fields of care and to influence service developments and commissioning decisions.

These communities are:

- Children and Young People
- Mental Health and Intellectual Disability
- Older People and Frailty

An Integrated Care Director and an Associate Medical Director lead each Community of Practice – these roles are more strategic than operational and aim to ensure that as far as commissioning decisions allow that there is similar provision of care across borough boundaries. The Leads for the communities of practice are:

Community of Practice	Integrated Care Director	Associate Medical Director
Children and Young People	Caroline O’Donnell	
Mental Health and Intellectual Disability	Sue Boon	Dr Russell Razzaque
Older People and Frailty	Brid Johnson	Dr Steve O’Connor

The Deputy Executive Medical Director (Dr Vincent Perry) manages the Associate Medical Directors working in the Integrated Care Directorates, while the COP AMDs report to the Trust’s Executive Medical Director (Dr Caroline Allum).

Details of the service:

North East London NHS Foundation Trust Eating Disorder service (EDS) offers specialist assessment and treatment to people aged eight and above with no upper age limit. The service works with individuals and their families to support them in their recovery.

Services the EDS provide include:

- Psychological treatments delivered on an individual basis or in a group
- Dietetic input and nutritional support
- Medical and nursing assessment and intervention

The decision to offer a service will be based upon the individual’s ability to benefit from treatments for an eating disorder.

The EDS team includes consultant psychiatrist, specialist CAMHS nurse, CBT therapists, Family Therapists, specialist Nurses, Dieticians and Psychologists.

North East London NHS Foundation Trust Community Eating Disorder service provides the latest in evidence based NICE compliant psychological interventions to clients and their families with an Eating Disorder. Unlike many other mental health services, we offer specialist assessment and treatment across the life span from age 8yrs with no upper age limit. The team's multi-disciplinary approach to the assessment and treatment of individuals with an eating disorder is a real strength.

Current team composition

1 x Strategic Service Lead Wte 1
1 x Team Manager Wte 1
1 x CAMHS Clinical Lead Wte 0.80
1x Adult Psychiatrist Wte 1
2 x CAMHS Psychiatrist Wte 1.6
2 x Dietician Wte 2.0
7 x Specialist nurses Wte 9.5
6 x Assistant Psychologist Wte 5.6
8 x Therapist/Psychology/Family Therapy Wte 8
4 x Admin Wte 4

Service Demographics - Population size

Barking & Dagenham: 219,992
Havering: 268,145
Redbridge: 309,800
Waltham Forest: 278,100
Total Approx: 1,076,037

SUMMARY OF THE JOB ROLE:

The post holder will achieve this by:

The post holder will be required to work jointly across sites to assess and manage service users who present with an eating disorder, primarily working with young people age 18 and below. The post holder will be a member of the multidisciplinary team (MDT) and have support of other team members in the management of these cases. The post holder's role will include working in outpatient clinics across the community and to work with specialist in-patient units where young people are admitted from the geographical area. The post holder will be expected to attend and participate in MDT team meetings as well as external meetings with stakeholders in relation to improved patient care.

The post holder will be an integral member of the established eating disorders community team. They will utilise the highest level of interpersonal and communication skills when assessing service users and collaboratively work with both the service user, their family and the team for a timely, appropriate plan to meet the needs of the patient. This may occur in a highly emotive, sensitive, and contentious atmosphere.

With a view to this, the job holder will be a fully qualified and registered Family Therapist, Clinical or Counselling Psychologist whose job role will be:

Key Responsibilities:

- To provide specialist assessments and evidence-based interventions including Family-Based Treatment and/or Cognitive Behavioural Therapy for service users with an eating disorder within the Eating Disorder Service
- To provide consultation and advice to members of own team and other teams on psychological (primarily FBT based) models of understanding of eating disorders
- To provide consultation and advice on risk assessment and risk management of service users with an eating disorder to members of own team and other teams
- To provide supervision to staff from other teams on Eating Disorder specific interventions with service users with an eating disorder
- To undertake research into eating disorders
- To participate in the ongoing audits of the EDS
- To undertake training in working with eating disorders from a FBT perspective to mental health teams and other specialist services

Professional Duties

- To be professionally, accountable and responsible for all aspects of own work and follow guidance as set out by the UKCP/HCPC.
- To manage complex cases using advanced clinical reasoning, critical thinking, reflection and analysis to support assessment, diagnosis and treatment planning.
- To provide treatment and dietary counselling to a defined number of service users as identified by the Eating Disorder Service.
- To ensure that all service users are treated based on evidence-based practice and nationally agreed standards.
- To provide specialised training to health professionals in line with the service objectives.
- To attend multidisciplinary team meetings as required.
- To attend management and clinical supervision sessions as per the NELFT Supervision and Appraisal Policy.

Specialist Clinical Skills

- To provide highly specialised assessments for service users with an eating disorder. The assessments will include mental health, physical health, social care, quality of life, domains of strengths and weaknesses. A range of self-report questionnaires and interviews will be employed which require specialist training to administer and interpret.
- To provide assessment and treatment for carers/parents.

- To create complex psychological formulations using specialist multidimensional assessments to guide the development of packages of care for the service user with eating disorders and/or their carer's.
- To ensure that packages of care are communicated and implemented according to the care programme approach.
- To provide appropriate advocacy for service users and their families to ensure the provision of the care package.
- To provide evidence based individual and group therapy for carers of service users with eating disorders.
- To ensure the compatibility of these treatments with other treatments or interventions offered to the service user.
- To exercise full responsibility and autonomy for the treatment of and discharge of service users whose problems are managed within the EDS, using principles of the care programme approach to ensure communication with all services involved with the service user.
- To provide specialist ED informed expert consultation, liaison and supervision to other teams and professionals working with service users with eating disorders to assist with the development of formulations, care plans, and appropriate interventions within available evidenced based models employed.
- To provide advice and consultation on psychological therapy models for eating disorders to all teams within NELFT, local PCTs, and local independent sector services.
- To undertake specialist risk assessments and risk management decisions for individual service users.
- To provide specialist expert opinions on risk assessment and management for service users with eating disorders to all teams in NELFT.
- To ensure that complex and difficult information, often around issues of abuse, harm to others, child protection, or diagnosis of eating disorder, is communicated effectively with sufficient care given to high levels of distress, hostility, and concerns about confidentiality.
- To provide specialist advice, training, and supervision in managing aggression, self-harm, suicidality, and hostility from a psychologically informed perspective.
- To participate in the development of evaluations of the evidence-based interventions provided by the EDS.
- Employees of the Trust will be required to promote and support the mission and vision of the service for which they are responsible.
- Develop and maintain good communication with all levels of management within the service and build partnerships internal service and external agencies such as GPs.
- Carry out their duties and responsibilities in compliance with health and safety policy and statutory regulations.
- Promote equality of opportunity through his/her own actions.

Information Recording and Responsibilities

- To ensure data entry into the shared patient database computerised system for the purposes of audit and outcome evaluation.
- To maintain accurate, comprehensive professional case notes for all direct and indirect patient contact.
- To ensure the timely entry of data into the database in line with trust protocols.

- To provide reports, presentations, and documents using Word, PowerPoint, statistical packages, such as Excel where relevant.
- To participate in the development of appropriate web-based information sites and interventions for service users with eating disorders.

Communication

- To have a wide range of knowledge in approaches to communicating and managing service user care.
- To be able to effectively communicate with colleagues, peers, senior managers and clinical leads within the Trust.
- To communicate all necessary information, and provide expert knowledge, efficiently and effectively with relevant colleagues, carers and with the patient.
- To communicate effectively with patients, carers and other professionals on an individual or group basis in order to maximise rehabilitation potential and ensure understanding of condition, which will frequently require flexible communication skills including:
 - Motivation
 - Persuasion
 - Explanation of complex issues
 - Gaining informed consent
- To be able to communicate complex service user related information facilitating positive outcomes and ensuring collaborative working.
- To occasionally convey information, particularly in highly complex, contentious and emotive situations require well developed communication skills.
- To demonstrate flexibility in communication and interpersonal skills to overcome barriers to communication.
- To communicate opinion which may be contradictory to that of the referrer.
- To liaise with and provide feedback to referrers to the service by letter and/or verbal communication, ensuring that assessment, diagnostic results and treatment plans are understood by the referrer in order that the treatment aims are understood and supported by the wider health care network.
- To communicate effectively and work collaboratively with medical, nursing and therapy colleagues to ensure delivery of a co-ordinated service. This will include own area service development meetings, as well as written and verbal communication with expert medical practitioners outside of the trust.
- To maintain confidentiality consistent with Trust policy.
- To have knowledge and understanding of a variety of cultural backgrounds and beliefs in order to respect individuals' rights and dignity and to use communication skills to address language and cultural diversity issues.
- Participate in the review and development of clinical policies and identifies improvements to service provision.
- To undertake monitoring and evaluation of work and current practice through the use of evidence-based practice projects, audit and outcome measures either as an individual or as a group. To make recommendations and implement change where required.
- To demonstrate a sound understanding of Clinical Governance and Risk Management appropriate to the work situation.

- To participate in the strategic and operational planning, implementation of policy and service development within the service.
- To work collaboratively to continually improve clinical practice. This may influence service delivery, clinical protocols, business planning and strategic reviews.
- To monitor efficacy of a variety of specialist patient services using clinical audit and to implement change, in discussion with relevant clinical lead, in accordance with evidence-based practice.
- To ensure thorough and robust processes and communication channels with catering and food providers to ensure that the quality and nutritional number of foods is suitable for young people within the unit.

Performance Measurements

Individual Contacts

- The post holder is expected to undertake an average of four hours of face-to-face contact per day.
- The post holder will ensure that all service user information is recorded on the shared database and that all service user work is compliant with the database requirements.
- The post holder will contribute to all team targets and key performance indicators.

Clinical Audits

- The post holder will undertake one clinical audit or contribute to one clinical audit each year.
- To regularly audit, to a high standard, the effectiveness of own specialist post and service.

Teaching, Training and Supervision

- To participate in supervision systems for staff within the eating disorder service, staff across the Trust, and staff in local social services, probation, and independent sector services.
- To provide clinician supervision in eating disorder informed models to qualified staff across the Trust.
- To provide specialist advice, consultation, training on psychologically informed models of intervention for eating disorders to all staff working within generic and specialist teams in the Trust on their provision of eating disorder informed interventions to improve service user functioning.
- To develop expertise in the area of professional pre-and post-graduate training and clinical supervision
- To provide teaching and training workshops on therapies in eating disorder and psychological informed interventions for eating disorder locally
- To participate in the development and maintenance of the eating disorder reference library for the use of all NELFT and local agency staff
- To act as mentor to students, providing effective education, facilitating their development and promoting high standards of care
- Ensure students are actively supported to enable them to achieve their learning needs

- To ensure own continued professional development and support a culture of lifelong learning in self and others
- To undertake, and assist, in the planning of own mandatory training and workshops
- To undertake a regular appraisal, developing a personal development plan that includes clinical competencies reflecting the health needs of the local population and relates to Trust strategy
- To support new staff and their integration within the team
- To support training as part of the role including changes to professional development and implementation of new policies and guidelines

Management, Recruitment, Policy and Service Development

- To participate in the development of team policies and procedures.
- To participate in the development and delivery of a high-quality psychological services which are responsive to the needs of service users and their carers.

Research and Service Evaluation

- Promote a culture of innovation and excellence through research-based practice, in collaboration with colleagues within the multidisciplinary team.
- The clinical functions of the service will show evidence that the therapeutic intervention is appropriate to both the needs of the individual and the service. Staff will be able to identify service user need through assessment and evaluation processes showing an awareness of the need for planning, monitoring and evaluation of the intervention provided, as well as balancing their workload effectively.
- To act as a positive change agent to take practice forward.
- Contribute to the advancement of good practice and intervention across all staff groups.
- Auditing and evaluating the effectiveness of clinical assessment and care pathways.
- Monitoring and evaluation of the service shows staff are able to work effectively within a changing service environment.
- Teaching sessions incorporate up to date, job-specific research, ensuring effective development of good clinical practice.
- To participate in simple audits of clinical activity and evaluative research as required.
- Identify and initiate relevant research projects.
- To evaluate and critically assess the evidence-based literature, providing new information into the eating disorders reference library.
- To disseminate research findings and outcome evaluations for the development of good practice.

Continuing Professional Development

- To be responsible for maintaining own professional development through active use of supervision and annual appraisal processes and in line with professional registration bodies.
- To analyse own CPD in order to identify any training needs to guide individual development in conjunction with Trust and Service needs.

- To continually maintain and improve professional and clinical skills and knowledge through the supervision process.
- To help facilitate the training and development needs of team members.
- Promote the aims of the service by developing and maintain networks with other service providers and clinical practice areas.
- To participate in staff development through attendance at evidence-based training.
- To organise and facilitate clinical training for staff across primary and secondary care to promote more accurate identification of eating disorders.
- To ensure the development, maintenance, and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes.
- To ensure the development and articulation of best practice in psychological treatment within the field of eating disorders and to contribute across the Trust by exercising the skills of a reflexive and reflective practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of psychology and related disciplines.
- To ensure the highest standards of clinical record keeping including electronic data entry and recording, report writing, and the responsible exercise of professional self-governance in accordance with professional codes of practice and Trust policies.

Additional Information

Health & Safety

Employees must be aware of the responsibilities placed upon them under the Health & Safety at Work Act (1974) and subsequently published regulations to ensure that the Trust's Health and Safety policies and procedures are complied with to maintain a safe working environment for patients, visitors and employees.

Infection Control

Each staff member has a duty to take personal responsibility for the prevention and control of infection, in accordance with Trust Infection Prevention and Control Policies, which reflect the statutory requirements of the Health Act 2006 – Code of Practice for the Prevention and Control of Healthcare Associated Infection. They must attend mandatory training in Infection Control and be compliant with all measures required by the Trust to reduce HCAs.

Risk Management

You will be responsible for adopting the Risk Management Culture and ensuring that you identify and assess all risks to your systems, processes and environment and report such risks for inclusion within the Trust Risk Register. You will also attend mandatory and statutory training, report all incidents/accidents including near misses and report unsafe occurrences as laid down within the Trust Incidents.

Safeguarding Children and Vulnerable Adults

NELFT is committed to safeguarding and promoting the welfare of children and adults and to protecting them from the risks of harm. The Trust recognises its responsibility to ensure that safe working conditions and systems are in place for staff working with children, adults and families in their care. Staff are required to comply with Trust policies on Safeguarding.

Standards of Business Conduct & Conflict of Interest

The NHS Code of Conduct and Standards of Business conduct for NHS Staff require all employees to declare all situations where you or a close relative or associate has a controlling interests in a business [such as a private company, public organisation or other NHS or voluntary organisation] or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. All such interests must be declared in the Trust's register of interests either on appointment or when such interests are gained.

As an employee you are required to make yourself aware of and adhere to the Trust's governance policies, such as Standing Orders and Standing Financial Instructions.

Sustainability

All staff has a responsibility for delivering high quality healthcare in a low carbon environment, where energy is used wisely and not wasted. It is the responsibility of all staff to minimise the Trust's environmental impact by recycling where possible, switching off lights, computers, monitors and equipment when not in use, minimising water usage and reporting faults promptly.

Smoking Policy

It is the Trust's policy to promote health. Smoking, therefore, is actively discouraged. It is illegal within the Trust buildings and vehicles.

Codes of Conduct

NELFT requires the highest standards of personal and professional conduct from all of its employees. All employees must comply with the Code of Professional Conduct appropriate to their professional governing body.

As an NHS employee, you are required to observe the following principles:

- Make the care and safety of patients my first concern and act to protect them from risk.
- Respect the public, patients, relatives, carers, NHS staff and partners in other agencies; Be honest and act with integrity.
- Accept responsibility for my own work and the proper performance of the people I manage.
- Show my commitment to working as a team member of working with all my colleagues in the NHS and the wider community.
- Take responsibility for my own and continuous learning and development.

Data Protection

Personal data is protected under the Data Protection Act (1999) and the post holder will ensure that it is securely held and that the requirements of the Act are followed. It is the responsibility of all staff whose jobs requires them to record information in Trust Computer systems (e. g RIO and

ESR) to ensure that the data entered into these systems is of high data quality and that information is recorded correctly and in a timely manner. Failure to adhere to this requirement could be considered a disciplinary matter.

Information Security and Confidentiality

All employees are required to observe the strictest confidence with regard to any patient/client information that they may have access to, or accidentally gain knowledge of, in the course of their duties.

All employees are required to observe the strictest confidence regarding any information relating to the work of the Trust and its employees.

You are required not to disclose any confidential information either during or after your employment with the Trust, other than in accordance with the relevant professional codes.

All person identifiable information must be held in the strictest confidence and should be disclosed only to authorised people in accordance with NHS Confidentiality Guidelines [Caldicott] and the Data Protection Act 1998 unless explicit written consent has been given by the person identified, or where information sharing protocols exist.

Failure to comply with these regulations whilst in the employment of the Trust could result in action being taken under the Trust Disciplinary Policy and Procedure.

Equality and Diversity

NELFT is committed to the implementation of the Equality and Diversity at Workplace policy which ensures equal opportunities for all. NELFT is also committed to embracing diversity and eliminating discrimination in both its role as an employer and as a provider of services. It aims to create a culture that respects and values each other's differences, promotes dignity, equality and diversity and encourages individuals to develop and maximise their potential. The Trust will ensure that it provides equal and fairness for all, and not to discriminate on the grounds of gender, marital status, race/ethnicity, disability, sexual orientation, religion, transgender or gender reassignment status, age, marriage or civil partnership/same sex marriage, and because of you being pregnant or being on maternity/paternity leave. All staff are required to observe this policy in their behaviour to employees and patients/service users

Key Performance Indicators (KPI) and Objectives

Each individual and service will be set KPIs and achievement against these will be regularly reviewed. Performance against individual and service KPI's will be routinely monitored by your manager.

Review of this Job Description

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

WORKING CONDITIONS

- Psychological practitioners are regularly under pressure to work with very demanding and needy service users/patients with limited resources. Often in the NHS less time is available than is ideally needed and this in itself creates its own stress and pressure on the therapeutic relationship and on the therapist.
- Rooms provided for psychological work are not always suited to the purpose and may not always be consistently available in all settings. This can place added emotional pressure on practitioners who have a duty to provide a therapeutic setting and feel an inevitable sense of responsibility for this even though they cannot always control it
- The role of psychological practitioners in the NHS can be particularly stressful because the need for psychological input across teams is great but the supply of specialist practitioners is usually highly limited
- The service will be delivered in a 'hub and spoke' model and practitioners will be required to be flexible and work in satellite premises and on an outreach basis
- Post holders will be expected to help organise working spaces in partnership with other teams
- Travelling to other sites will be a requirement of the post

Other Duties

There may be a requirement to undertake other duties as may reasonably be required to support the Trust. These may be based at other Trust managed locations.

Date last reviewed: January 2024

Date to be reviewed:

Job evaluation reference number:

Person Specification

Please note if you do not meet all the criteria listed in the person specification, we encourage you to still apply, and development needs can be discussed at the interview.

Demonstration of Trust Values	Essential	Desirable	Measurement
<ul style="list-style-type: none"> • Putting people first • Prioritising quality • Being progressive, innovative, and continually improve • Being professional and honest • Promoting what is possible, independence, opportunity, and choice 	✓		Application Form Interview Assessment

Qualifications	Essential	Desirable	Measurement
Appropriate qualification according to profession of BSc in Psychology	✓		Application Form Interview Assessment
MSc in Systemic Family Therapy or Doctorate in Clinical Counselling Psychology	✓		Application Form Interview Assessment
Clinical Experience working with service users with eating disorders disorder	✓		Application Form Interview Assessment
Accreditation by UKCP, HCPC or other appropriate accrediting body.	✓		Application Form Interview Assessment

Experience	Essential	Desirable	Measurement
Experience of working with a wide variety of service user groups, across the whole life course and presenting with the full range of clinical severity across the full range of care settings including outpatient, community, primary care, in-patient and residential care settings	✓		Application Form Interview Assessment
Experience of exercising full clinical responsibility for service users psychological care and treatment within the context of multidisciplinary care plan	✓		Application Form Interview Assessment
Experience of assessing and treating service users across the full range of care settings	✓		Application Form Interview Assessment
Experience of representing psychological therapy within the context of multi-disciplinary care		✓	
Experience of the application of psychology in different cultural contexts		✓	
Experience of teaching, training and/or professional and clinical supervision		✓	

Knowledge	Essential	Desirable	Measurement
Knowledge of legislation in relation to the service user group and mental health.	✓		Application Form Interview Assessment
Skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration	✓		Application Form Interview Assessment
Well developed skills in the ability to communicate effectively, orally and in writing, highly technical, and clinical sensitive information to service users, their families, carers and other professional colleagues both within and outside the NHS	✓		Application Form Interview Assessment
Skills in providing consultation to other professional and non-professional groups	✓		
Evidence of continuing professional development as recommended by professional organisation	✓		
Formal training in supervision of others		✓	
Knowledge of theory and practice of FBT	✓		

informed interventions in specific difficult to treat groups			
Knowledge and experience with working with Child Protection issues	✓		
Knowledge of the theory and practice of FBT and/or CBT and assessment methodologies	✓		
A commitment to anti-discriminatory practice	✓		

Skills	Essential	Desirable	Measurement
Excellent knowledge of IT and IT skills	✓		Application Form Interview
Proven leadership skills	✓		Application Form Interview Assessment
Well-develop interpersonal skills	✓		Application Form Interview Assessment
Ability to work independently	✓		Application Form Interview Assessment
Ability to reflect on own practice and critically appraise own performance	✓		Application Form Interview Assessment

Other	Essential	Desirable	Measurement
To be able to travel efficiently throughout the area	✓		Application Form Interview

Ability to facilitate positive multidisciplinary relationships	✓		Application Form Interview Assessment
Interpersonal skills in handling conflict and change	✓		Application Form Interview Assessment