

# University of East London

## Professional Doctorate in Clinical Psychology

### Person Specification: Trainee Clinical Psychologist

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In this *person specification* (PS) are set out the essential and desirable qualities, capacities and statuses that are required for admission to the UEL Professional Doctorate in Clinical Psychology. Accordingly, the PS is a statement of the programmes' *selection criteria* and forms the basis for selection decisions made at shortlisting, test and interview stages.

- Essential criteria are those skills, experiences and qualifications which are essential to the post/programme, and which the applicant must have **at the time of application**.
- **NB:** Unless you meet all of the essential criteria at the time of applying, you should not apply to the programme.
- Desirable criteria are those skills, experiences and qualifications that enhance the person's ability to carry out the role. Where there are many applicants to the programme who meet the essential criteria (as is usually the case) applicants who meet any/more of the desirable criteria will be in a more competitive position.

In column 2 are given

- the *source* for each criterion: the professional body, institution or framework that has set out this requirement in respect of trainee clinical psychologists (**NB:** for most criteria there is more than one source);

and

- the means of *assessment*: how the programme admission tutors and/or officers of the employing trust will establish whether applicants meet the criteria.

A key to the sources and means of assessment is provided in Table 1.

**Table 1**

Sources (S)	Means of assessment (A)
CH: Commissioners' requirement CI = Employing Trust requirement NP = A4C (NHS) National Profile indicator HC = HCPC requirement UR = University PG entry requirement PV: Programme values requirement	AF = Review of application form SD = Review of submitted documents RA = Review of academic reference RC = Review of clinical reference IP = Interview and/or panel session TE: Test or examination OH = Trust Occupational Health Service HR = Trust Human Resources Service

Domain	S: Source A: Means of assessment
<b>1. General</b>	
<b>Essential:</b>	
<ul style="list-style-type: none"> <li>• Applications are only accepted from UK/EU students<sup>(a)</sup>, who are entitled to work full-time in the UK for the duration of the programme (3 years).</li> </ul>	S: CH, UR A: AF, SD
<ul style="list-style-type: none"> <li>• Applications are only accepted from students able and willing to study full-time on the programme (1.0WTE, 37.5 hours per week).</li> </ul>	S: CH, CI A: AF, OH

<ul style="list-style-type: none"> <li>Candidates who are successfully interviewed will undergo a compulsory enhanced <i>Disclosure &amp; Barring Service</i> (DBS) check. If the check proves unsatisfactory, the application will be declined.</li> </ul>	S: HC, CI A: HR, SD
<ul style="list-style-type: none"> <li>Candidates who are successfully interviewed will undergo a compulsory <i>Occupational Health</i> (OH) check. If the check proves unsatisfactory, the application will be declined.</li> </ul>	S: HC, CI A: OH, SD
<ul style="list-style-type: none"> <li>Ability and willingness to travel to base/HQ, and across the training region (area covered by <i>Health Education</i> London regions; see map<sup>(f)</sup>), in order to arrive for work in time to undertake a full day of academic study and/or clinical duties.</li> </ul>	S: HC, CI A: OH, HR
<b>Desirable:</b>	
<ul style="list-style-type: none"> <li>Current valid UK driving licence and access to car or other motor vehicle for use for work purposes.</li> </ul>	S: HC, CI A: AF, HR
<b>2. Academic</b>	
<b>Essential:</b>	
<ul style="list-style-type: none"> <li><sup>(b)</sup> First (bachelors) degree in psychology or equivalent field that has conferred <i>graduate basis for chartered membership</i> (GBC) of the British Psychological Society. <ul style="list-style-type: none"> <li>or first (bachelors) degree in another subject <b>plus</b> a conversion qualification in psychology (PGDip or MSc) that taken together have conferred GBC.</li> </ul> </li> </ul>	S: BP, UR A: AF, SD
<ul style="list-style-type: none"> <li><sup>(c)</sup> First degree (as above, or degree in another subject plus conversion qualification in psychology) with either <ul style="list-style-type: none"> <li>first class honours</li> <li>or, upper second class honours with overall attainment of 65% or greater</li> <li>or, an upper second class honours degree with overall attainment of 60% or greater <b>plus</b> <ul style="list-style-type: none"> <li>either a completed Masters degree (180 credits) in a related field with overall attainment of 70% or greater</li> <li>or/and a completed PhD/DPhil by research in a related field (e.g., clinical applications of psychology).</li> </ul> </li> </ul> </li> </ul>	S: UR, PV A: AF, SD
<ul style="list-style-type: none"> <li>First degree and subsequent qualifications relevant to the application (above) either <ul style="list-style-type: none"> <li>were taught and examined in the English language</li> <li>or, where any qualification relevant to the application was studied in a language other than English, a demonstrated proficiency in English to <i>International English Language Testing System</i> (IELTS<sup>(d)</sup>) level 7 or above, with no subcomponent below 6.5.</li> </ul> </li> </ul>	S: UR, HC A: AF, SD
<ul style="list-style-type: none"> <li>Commitment and ability to undertake advanced study at professional doctorate level.</li> </ul>	S: UR, PV A: SD, RA, IP
<ul style="list-style-type: none"> <li>Excellent written and verbal communication and presentation skills, suited to both formal and informal settings.</li> </ul>	S: CI, UR, PV A: AF, IP, TE
<b>Desirable:</b>	
<ul style="list-style-type: none"> <li>Postgraduate study in the clinical applications of psychology or related health and social care fields (e.g., PGCert, PGDip, MA, MPhil, MSc, MRes, PhD).</li> </ul>	S: UR, PV A: AF, SD
<b>3. Research</b>	
<b>Essential:</b>	
<ul style="list-style-type: none"> <li>Research training and experience at undergraduate level.</li> </ul>	S: UR, PV A: AF, SD, IP
<ul style="list-style-type: none"> <li>Research experience as a post-graduate, either <ul style="list-style-type: none"> <li>postgraduate level training or study (e.g., MSc, MRes, PhD)</li> <li>or/and conducting applied or service-related research in clinical settings.</li> </ul> </li> </ul>	S: UR, PV A: AF, SD, IP

<ul style="list-style-type: none"> <li>Commitment and ability to undertake advanced research training and practice at professional doctorate level.</li> </ul>	S: UR, PV A: AF, RA, IP
<ul style="list-style-type: none"> <li>Knowledge of data analysis procedures employed within the field of psychology including multivariate statistical and qualitative approaches.</li> </ul>	S: CI, PV A: AF, IP
<b>Desirable:</b>	
<ul style="list-style-type: none"> <li>Publication of research articles/papers in peer reviewed journals and/or conferences.</li> </ul>	S: UR, PV A: AF
<ul style="list-style-type: none"> <li>Research experience addressing clinically relevant topics, client groups or settings.</li> </ul>	S: PV A: AF, IP
<ul style="list-style-type: none"> <li>Engagement with the research interests/activities of UEL DClinPsych staff.</li> </ul>	S: UR, PV A: AF, IP
<b>4. Clinical</b>	
<b>Essential:</b>	
<ul style="list-style-type: none"> <li>At least 12 months whole time equivalent (approx. 1800 hours) of paid employment in a post of direct relevance to clinical psychology practice, in the NHS or a related setting<sup>(e)</sup>, either <ul style="list-style-type: none"> <li>undertaking direct or indirect clinical work (e.g., Assistant Psychologist, low or high intensity Psychological Wellbeing Practitioner, Graduate Mental Health Worker, Residential Social Worker);</li> <li>or conducting research in the clinical applications of psychology (e.g., as Research Assistant, Research Psychologist, PhD studentship).</li> </ul> </li> </ul>	S: CI, PV A: AF, RC
<ul style="list-style-type: none"> <li>Commitment and ability to undertake advanced clinical psychology practice at professional doctorate level.</li> </ul>	S: CI, PV A: AF, RC, IP
<ul style="list-style-type: none"> <li>Commitment and ability to build and sustain empathic relationships with diverse service users, carers, patient participants and/or stakeholders in relevant contexts.</li> </ul>	S: CI, PV A: AF, RC, IP
<ul style="list-style-type: none"> <li>Engagement with and commitment to the values of the NHS Constitution which are: Respect &amp; Dignity, Commitment to quality of care, Compassion, Improving Lives, Working together for Patients and Everyone counts.</li> </ul>	S: CH, PV A: RC, TE, IP
<ul style="list-style-type: none"> <li>Familiarity with current working practices in NHS and related statutory service-settings in the UK and the contexts in which clinical psychology services are delivered.</li> </ul>	S: CI, PV A: AF, RC, IP
<b>Desirable:</b>	
<ul style="list-style-type: none"> <li>Experience of work with a range of client, carer and/or service-user groups.</li> </ul>	S: CI, PV A: AF, RC
<ul style="list-style-type: none"> <li>Experience of work in range of settings.</li> </ul>	S: CI, PV A: AF, RC
<ul style="list-style-type: none"> <li>Experience of work using a range of approaches/orientations.</li> </ul>	S: CI, PV A: AF, RC
<ul style="list-style-type: none"> <li>Advanced/supplementary training in specific clinical or service-related skills.</li> </ul>	S: CI, PV A: AF, RC
<ul style="list-style-type: none"> <li>Voluntary or paid work/experience of relevance to clinical psychology client groups, services or settings (e.g., Nightline/Saneline/Samaritans peer counselling; Big Sibling or Befriending schemes; employment as HCA or Residential Worker).</li> </ul>	S: CI, PV A: AF, RC

<b>Personal</b>	
<b>Essential:</b>	
<ul style="list-style-type: none"> <li>Ability to learn, work and contribute effectively in a group and/or as part of a team, and form respectful working relationships with a range of professional colleagues.</li> </ul>	S: CI, PV A: RC, IP
<ul style="list-style-type: none"> <li>Ability to constructively reflect upon and appraise own strengths and learning needs; respond to feedback (academic direction, clinical supervision) and apply skills and knowledge gained from this feedback to current and subsequent performance.</li> </ul>	S: CI, PV A: RC, IP
<ul style="list-style-type: none"> <li>Realistic appraisal of demands of clinical psychology training and professional practice.</li> </ul>	S: CI, PV A: RC, IP
<ul style="list-style-type: none"> <li>Analysis and synthesis skills to formulate and articulate sound judgments based on interpretation and integration of a range of complex and/or partial and/or conflicting information, drawing on observation, research/evidence and relevant theory.</li> </ul>	S: CI, NP A: IP, TE
<ul style="list-style-type: none"> <li>Values and attitudes to ensure non-discriminatory practice, at both personal and organisational levels; and to work in accordance with the employer's, programme's and professional bodies' ethical policies and codes of conduct.</li> </ul>	S: CI, HC, PV A: AF, IP, TE
<ul style="list-style-type: none"> <li>Planning and organisational skills to determine and prioritise own workload (academic, research and clinical), working flexibly under time pressure, and deliver outcomes within the stipulated timeframes of the programme/service.</li> </ul>	S: CI, NP A: RC, IP
<ul style="list-style-type: none"> <li>Relationship and communication skills to provide and receive highly complex, sensitive or contentious information, where there may be barriers to understanding, and/or the atmosphere may be highly emotive.</li> </ul>	S: CI, NP, A: RC, IP
<ul style="list-style-type: none"> <li>Emotional capacity to self-manage and maintain clinical practice in the face of frequent exposure to highly distressing or highly emotional circumstances, material and/or challenging behaviour.</li> </ul>	S: CI, NP A: OH, IP
<ul style="list-style-type: none"> <li>Physical capacity to frequently sit in constrained positions for teaching sessions, examinations, service-user assessments, group and individual clinical and supervision/consultation sessions.</li> </ul>	S: CI, NP A: OH, IP
<ul style="list-style-type: none"> <li>Cognitive capacity for frequent extended periods of intense concentration in a range of contexts (academic, research and clinical) requiring proactive engagement with, responding to and/or participation in, the subject/material.</li> </ul>	S: CI, NP A: OH, IP
<b>Desirable:</b>	
<ul style="list-style-type: none"> <li>Engagement with and commitment to the programmes' <i>key orienting principles</i> (statement of <i>Orientation &amp; Values</i>).</li> </ul>	S: PV A: AF, IP

**Notes:**

(a) This means that applicants must have full UK or EU residency and not require a work permit; to be considered for entry to the course in September 2018, they must have been normally resident in the UK or EU from 1 September 2015 to 31 August 2018 for a purpose that is not wholly or mainly related to receiving full-time education during any part of this three-year period.

(b) Whether a degree has conferred GBC may be established via the BPS, or the university conferring the award.

(c) Where a qualification/transcript is from a non-UK institution, the applicant must supply evidence from an objective and independent expert (e.g., a **NARIC Statement of Comparability**) that the qualification is at or exceeds the required standard.

(d) Other *English Language* qualifications and/or testing schemes are not accepted.

(e) Relevant paid experience need not have been attained in 1 year of full time employment: the required hours may have been gained in several posts and/or via part-time employment. "Related settings" include UK research clinics/units and any statutory, private or 3<sup>rd</sup> Sector organisations that adhere to NHS (national standard) service frameworks and policies.

(f) Map of London Boroughs.

