

PERSON SPECIFICATION



Job title: Clinical Psychologist

Department: Patient and Family Support Services

Responsible to: Clinical Director

Grade: Band 8a

Job Purpose

To provide highly specialist psychological assessment, formulation and intervention for patients, families and carers, and to lead the review, development and expansion of psychological services at St Michael's Hospice, including the creation of a volunteer-supported emotional wellbeing model and collaborative working with Rowans Hospice.

Requirements	Essential	Desirable
Education/Qualifications	• HCPC-registered Practitioner Psychologist (Clinical) • Doctorate in Clinical Psychology (or equivalent) • Evidence of ongoing professional development	• Additional training in specialist therapeutic models (e.g., ACT, CFT, systemic practice) • Training in supervision
Previous Experience	• Significant post-qualification experience working with adults with complex psychological needs • Experience delivering specialist assessment, formulation and intervention • Experience of service development, redesign or quality improvement • Experience supervising psychological practitioners, trainees or volunteers • Experience working within multidisciplinary healthcare teams	• Experience in palliative care, oncology or long-term conditions • Experience developing volunteer-based emotional support services • Experience contributing to research, audit or evaluation

PERSON SPECIFICATION



Skills, Knowledge, Abilities	• Advanced skills in psychological formulation and intervention • Strong understanding of psychological needs in palliative and end-of-life care • Ability to develop clear care pathways, triage processes and thresholds for psychological intervention. • Ability to design and deliver training and reflective practice • Ability to use proportionate outcome, activity and quality measures to evaluate psychological provision and support service development. • • Excellent communication and influencing skills • Ability to work autonomously and manage complex caseloads • Knowledge of safeguarding, risk assessment and governance	• Experience working across organisational boundaries
Attitude, Aptitudes & Personal Characteristics	• Compassionate, person-centred and reflective approach • Emotional resilience and ability to work with distress and uncertainty • Commitment to equity, diversity and inclusion • Collaborative, flexible and adaptable • Professional integrity and commitment to hospice values	• Interest in staff wellbeing and reflective practice models
Other requirements (e.g., on-call/driving licence/shifts)	• Ability to travel independently across the hospice catchment area, with reasonable adjustments where appropriate.	

Reviewed by:	Jo Fricker, Clinical Director	Date:	07-2026
Signed by employee:		Date:	