

**PERSON SPECIFICATION**

**Programme Director – Doctorate in Clinical Psychology**

**Professor**

**Vacancy Ref:**

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| **Criteria**  |  |  |
| DClinPsy or equivalent qualification and eligible for registration with HCPC as a Practitioner Psychologist (Clinical Psychologist). | Essential | Application Form |
| Minimum of five years of post-qualification clinical practice experience, with a passion for and experience of delivering training and education in clinical psychology. | Essential | Supporting Statements/Interview |
| Possession of a teaching qualification such as PGCAP, SFHEA or equivalent. | Essential | Supporting Statements |
| Excellent understanding of the health and care policy and practice environment with specific reference to clinical psychology.  | Essential | Supporting Statements/Interview |
| Evidence of effective person-centred leadership and management in a university or healthcare/health education setting.  | Essential | Supporting Statements/Interview |
| Ability to operate at a senior level including the ability to take a strategic approach, to command the respect of peers and to influence senior colleagues. | Essential | Supporting Statements/Interview |
| Demonstrable experience and ability to manage conflict and resolve challenging situations.  | Essential | Supporting Statements/Interview |
| Evidence of a good understanding of the requirements of effective budgetary management.  | Essential | Supporting Statements/Interview |
| Experience of the effective planning, implementation and reviewing of organisational systems and processes | Essential | Supporting Statements/Interview |
| A sustained track record of research activity in an area that aligns with DHR and faculty strengths  | Essential | Supporting Statements/Interview |
| A strong publication and grant capture track record and evidence of research impact commensurate with the seniority of the role. | Essential | Supporting Statements/Interview |
| Evidence of collaborating successfully including initiating and maintaining effective relationships with external organisations and stakeholders. | Essential | Supporting Statements/Interview |
| Evidence of strong inter-personal and team-working abilities including the ability to influence, motivate and negotiate satisfactory outcomes with colleagues. | Essential | Supporting Statements/Interview |
| Excellent verbal and written communication skills  | Essential |  Interview |
| Excellent organisation and planning skills | Essential | Supporting Statements/Interview |
| Evidence of understanding and application of equality and diversity polices and best practice with evidence of commitment to developing a culture of fairness and inclusion. | Essential | Supporting Statements/Interview |

* **Application Form** – assessed against the application form, curriculum vitae and letter of support. Will be “scored” as part of the shortlisting process.
* **Supporting Statements** - applicants are asked to provide a statement to demonstrate how they meet the criteria. The response will be “scored” as part of the shortlisting process.
* **Interview** – assessed during the interview process by competency based interview questions, tests, presentation etc.