

UNLOCKING POTENTIAL
TRANSFORMING LIVES



APPLICANT PACK

PRINCIPAL PSYCHOLOGIST

Thank you for your interest in the above role. Below, you will find the job description and person specification with information on how criteria from the person specification will be assessed throughout the recruitment process. You will also find information on the recruitment and selection process and key dates.

Job Description

Job Purpose	
<p>The post holder will contribute to the range of functions performed by psychological services, including risk assessment and management, treatment interventions (psychological therapies and offending behaviour interventions), supervision, case-management and training delivery, all of which contribute to the Scottish Prison Service (SPS) vision of helping to build a safer Scotland.</p> <p>Post holders will provide management and leadership to Psychology Departments within establishments and deliver training to other staff.</p> <p>You will be able to work across more than one establishment, providing variety to your daily role and supporting continued professional development through breadth of experience.</p>	
Key Responsibilities	
1	To provide specialist psychological assessments (including risk, cognitive functioning and personality assessments) and provide specialist psychological advice and information at Risk Management Team meetings to guide decision making on progression and discussion cases.
2	Prepare and present complex psychological reports for the senior management team, and staff from other disciplines within SPS and the wider criminal justice setting, both internal and external to the SPS.
3	To supervise Forensic Psychologists in Training (FPiT) in the capacity of designated supervisor, or coordinating supervisor, as required by a Lead Psychologist and to provide supervision and support to those staff responsible for direct delivery of the programmes, programmes training and any other relevant interventions
4	To manage a caseload of highly complex referrals, whilst exercising autonomous professional responsibility for their assessment, management, and treatment. Treatment includes the delivery of highly specialised psychological therapies for complex, high-risk prisoners.
5	To contribute to the development, implementation, audit, and evaluation of offending behaviour interventions for all prisoners and ensure the delivery of a high-quality, best practice and evidence-based service.
6	Line management responsibility for trainee and assistant forensic psychologists and lead

	local Psychology teams in establishments, and deputise for Consultant Psychologist at meetings as delegated in their absence.
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Person Specification & Assessment Information

Our selection approach is based upon the principle of merit which means that we will look to appointment the person who best meets the requirements of the role as outlined in the person specification. In determining the most meritorious candidate, applicants will be assessed against the published criteria during the selection process, as detailed below. The most meritorious candidate will be the one who best meets the essential criteria for the role. Performance against any published desirable criteria will only be considered where two or more candidates have performed equally against the essential criteria and there is a need to use the desirable criteria to identify the preferred candidate.

Criteria	Essential Desirable	or	Stage of Selection Process Assessed
Qualifications			
Candidates must hold a degree in Psychology with Graduate basis for registration; a BPS accredited MSC in Forensic Psychology and hold current HCPC registered practitioner status.	Essential		Application
Knowledge, Skills & Experience			
Forensic Psychology Experience Extensive experience of working as a Psychologist within a forensic setting and at least two years' experience post registration with HCPC as a practitioner. This includes experience of implementing and supervising high intensity offending behaviour programmes.	Essential		Competency Sift Interview
Providing Supervision to ensure Professional Standards Ability to act as designated and/or coordinating supervisor to Forensic Psychologists in Training, to ensure that standards of professional supervision meet the required standard for Chartered Psychologist status.	Essential		Interview
Understanding of Risk Extensive experience of psychological risk and risk assessment tools, including writing psychological risk reports and presenting to external agencies such as Parole Board.	Essential		Presentation Interview
Managing Others	Essential		Competency Sift

Ability to manage staff and assist their development to achieve desired outcomes.		Interview
Behaviours		
Listen & Communicate	Essential	Presentation Interview
Accountability & Initiative	Essential	Interview
Solve Problems & Make Decisions	Essential	Interview
Change & Improve	Essential	Interview

For further information regarding the expectations in regard to behaviours, candidates should reference the [Competencies for Success Framework](#).

Selection Process Key Dates

Vacancy Closes for Applications	04/11/2024	Time	10:00
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Reasonable Adjustments

We know some people have conditions which require additional support for them to perform at their best. We call this support “making reasonable adjustments”. If you have a disability (visible or non-visible) and require reasonable adjustments to be made to support your participation in the selection process, please contact Rachael Ferguson at Rachael.Ferguson@prisons.gov.scot in the first instance to discuss.

Some examples of reasonable adjustments we have made in the past are:

- Allocating additional time for the interview
- Assessors asking interview questions in a different way
- Scheduling the interview at a suitable time
- Asking multi-stage questions in steps
- Providing written documents in different font, colour or text size
- Providing some extra information about what to expect through the selection process
- Printing resources on a different colour of paper

