person specification for IPCAPA training

expectations of trainee

The Child and Adolescent Psychotherapy trainee is expected during the course of his or her training to:

- Experience and derive benefit from personal psychoanalysis.
- Read and digest psychoanalytic theory as it has developed during the last century.
- Learn about other theoretical orientations and clinical approaches.
- Engage in research activities at doctoral level.
- Undertake psychoanalytic psychotherapy with children and adolescents and psychotherapeutic work with children, adolescents, parents and families.
- Apply psychoanalytic understanding in a range of models and varied settings.
- Make positive use of supervision.
- Participate positively on placement in the work of multi-disciplinary teams and networks in the NHS, other statutory services and the voluntary sector.

selection of trainee

Selection for training is based on an assessment of the candidate’s personal qualities, competencies and basic experience in relation to the above expectations.

personal qualities

- Level of maturity. A reasonable capacity for adult living i.e. partnership, parenthood, work, other interests.
- Interest in exploring the self to a degree that would motivate and sustain an analysis.
- Shows a capacity for empathy and to enjoy mutually reciprocal relationships.
- Flexibility and non judgmental way of thinking about themselves and others, particularly in difficult situations.
- Capacity to think about meaning.
- Evidence of capacity to use aggression constructively.
- A capacity to manage anxiety without resorting to premature action and to learn through adversity.
- Ability to assess the conflicts and resistances in a group, ability to be flexible and influence tactically.
- To be able to speak his / her own mind and being prepared to express and stand up for own opinions, principles and values.
- Capacity to work and to develop.

professional aspects

- Previous experience in working with children/parents in difficulties.
- Readiness to take on intensive training cases.
- Commitment to working within a multi-disciplinary team with varying theoretical perspectives. Interested in differing points of view and be ready to engage constructively in conflict and work towards resolution.
- To always hold the child’s or young person’s safety, well being and needs as of paramount importance.
- Awareness of risk to children and young people.
- Experience in working as a member of an organisation and ability to communicate with colleagues, accomplishing results by building rapport.
- Ability to work within defined management arrangements.
- To be punctual and reliable and have personal integrity in carrying out one’s duties.
- Awareness of the value of routine record keeping and administrative tasks.
- Commitment to working within the NHS Trusts and their policies, procedures and guidelines.
academic qualities
- Ability to integrate theory and practice e.g. infant /young child observation, work discussion.
- Evidence of the capacity and tenacity to work at a doctoral level. Demonstrates ability to use research tools.
- Good written and verbal communication skills.
- The capacity to learn intellectually and emotionally through relationships, reading, discussion, supervision, observation and clinical experience.

competencies/characteristics in relation to therapeutic work with children, adolescents and parents
- Indications that the candidate is aware and curious about children and adolescents.
- Ability to think in some depth about an individual child or adolescent and their development.
- Demonstrates awareness of the inner world and begins to be aware of unconscious motivation.
- Able to think about the meaning of children’s play.
- Candidate will be able to communicate age appropriately with children, adolescents and parents who are exhibiting emotional and behavioural disturbance.
- Indications of a capacity for play