

# 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 hold multi-cultural orientation and awareness of difference.
- 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

### 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