

## JOB DESCRIPTION

### CLINICAL PSYCHOLOGIST

<b>Job Title</b>	Clinical Psychologist
<b>Responsible to</b>	Head of Professional & Clinical Services or through delegation to the Clinical Lead for the designated Professional & Clinical Multi-disciplinary Team.  The post is located within a designated service and the post holder is required to ensure their role delivery and activity meets the agreed expectations of the Head of Service.
<b>Key Internal Contacts</b>	Other staff within the Clinical and Professional team Staff in other departments within the Centre Staff in other Centres in the Region Central Office Staff
<b>Key External Contacts</b>	Service User relatives, advocates and others Placing Authorities and Service Providers Registration, Regulatory and Inspection bodies Local Services – Statutory, Voluntary and Community Neighbours

### JOB PURPOSE

To provide a specialist Psychology service within the Options. To work collaboratively with all Options services, promoting the well being and best interests of the specific client group and the effectiveness of the service in achieving its aims and objectives.

To undertake all aspects of Clinical Psychology duties, working within the ethical framework provided by the rules of professional conduct. To provide advice, information and training to staff, other members of the multi-disciplinary support/ clinical team, commissioners and other agencies.

To provide input to the Regional Clinical Teams; supporting Psychological practice across the OG and contributing to the professional development of staff, research and dissemination of understanding, knowledge and good, evidence-based practice.

### KEY TASK AREAS AND RESPONSIBILITIES

#### Professional and Clinical

- To offer a specialist systematic Clinical Psychology service in the specified area.
- To provide an advanced and specialist assessment, formulation and intervention role in the service using relevant and specialist Clinical Psychology approaches. To make decisions about intervention options taking into account relevant evidence based research, theory, practice and highly complex factors concerning historical and development processes which have shaped the specific client group and their families.
- To offer regular clinical supervision as appropriate to peers, trainees, Assistant Psychologists and colleagues within the service's multi disciplinary team.
- To model standards of best practice in line with Care Quality Commission outcomes and the principles of Clinical Governance within professional regulations and standards of behaviour as detailed within the British Psychological Society Code of Conduct and relevant Health & Care Professions Council documentation.
- To formulate plans for the intervention, management and support of the specific client groups based on psychological understanding; that employs evidence based practice and that are integrated into the overall education, care and treatment plans.

- To provide specialist expertise in Clinical Psychology principles and techniques through advice, supervision and consultation to other members of staff.
- To work with own caseload and to provide specialist assessment and intervention, under the supervision of the Consultant Clinical Psychologist.
- To undertake direct intervention with service users.
- To provide specialist advice, consultation, teaching and training within the service and to external agencies.
- To participate in the process of the assessment of referrals.
- To be responsible for monitoring and evaluating risk to/from the specific client group within own caseload and during advice and consultation offered to others.
- To attend and contribute, as a specialist clinician, to multi-disciplinary and multi-agency meetings as appropriate and when required.
- To work as a key member of the multi-disciplinary team this encompasses the education, residential and clinical services.
- To ensure appropriate liaison with professionals from external agencies in relation to shared cases, including agencies working with the specific client groups and their carers.
- To communicate and share information in a highly skilled and sensitive manner with young people, families, other professionals and agencies using the highest levels of interpersonal skills in situations which are likely to be highly emotive and sometimes confrontational.
- To ensure that all members of the team have access to a Psychological based framework for the understanding and care of clients, through advice and consultation, clinical supervision and the dissemination of knowledge, research and theory.
- Ensure that standards of excellence are maintained, especially in relation to Psychological Interventions for the individuals within the designated services.
- To participate in the evaluation of clinical work.
- To contribute to the development of best evidence based practice within the service. To exercise professional responsibility based on the Code of Professional Conduct and Ethics of the relevant Psychological professional body, namely the British Psychology Society (BPS).
- To maintain the highest standards of clinical record keeping and Psychological report writing.

## **Staff**

- To support and participate in the recruitment of Psychologists and other staff across the Options in consultation with the Heads of Service & Head of Professional & Clinical Services.
- To offer training, observation, explanation and modelling to staff within the services and support them to carry out their tasks.
- Raising awareness of Company policies and procedures and standards set by the Regulatory Body to staff members.
- Ensure that staff exhibit the values set out by the Company and uphold standards of behaviour in accordance with Company policies.
- To contribute to the clinical training of students as appropriate and provide formal feedback to the relevant training body.

## **Teaching, Training and Supervision**

- To provide specialist advice, consultation and training to all members of the Options and to contribute to the development of effective and properly evaluated ongoing staff development and in-service training.
- To provide presentations, training, advice and consultations to other agencies, as appropriate.
- To provide clinical and professional supervision to other professionals and clinicians as required.
- To continue to develop expertise in the area of professional post-graduate training and clinical supervision.

## **Policy and Service Development**

- To participate in multi-disciplinary meetings and generate written protocols and policies concerned with the delivery and development of clinical services by providing a Clinical Psychologist's perspective, following evidence based and good practice.
- To act in accordance with the policies of Young Options, the Options and relevant Psychological professional body Practice and Ethical Guidelines.
- To maintain an up to date knowledge of legislation, national and local policies and issues in relation to the specific client group.
- To comply with service standards and practices to ensure that safe practices are maintained at all times.

## **Administration and IT**

- To maintain records consistent with the current legislation.
- To undertake the administrative duties appropriate to the tasks.
- To be aware of the mechanisms of Information and Clinical Governance, Quality Assurance and audit of Psychological services.
- To be competent in the use of basic IT packages. To maintain comprehensive clinical notes & consultation records.
- To develop a skill base in the administration and analysis of a range of IT packages as required.

## **Research and Service Evaluation**

- To participate in audit and evaluation of all clinical activity within the post and provide such information for the purpose of service monitoring and development.
- To utilise theory evidence-based literature and research to support effective practice.
- To represent a professional view point in relation to nationally accepted good practice and to ensure a high level of ethical standards and professional conduct
- To contribute to professional, academic journals and conferences as a means of developing the service, the evidence base and disseminating good practice.
- To undertake appropriate agreed research.

## **General**

- Ensure awareness that the service operates to agreed budgets and contribute to keeping within these budgets as instructed.
- Exercises vigilance in respect of Health and Safety and promptly report all hazards and/or remedying them where appropriate. Undertake all duties in a manner calculated to minimise or avoid unnecessary risks,

personally or to others.

- Operates at all times in accordance with company policies and procedures, with particular reference to Safeguarding, Child Protection, Whistleblowing, Complaints and Representations and Behaviour Policies
- Participate in team meetings, supervisions and annual reviews in accordance with Company policy and the standards set by the Regulatory Body
- Work to promote the centre as a valued, professional asset within its community and also to promote a culture that individuals and staff conduct themselves at all times in a manner that reinforces this image
- Ensure that all actions are in the interests of the Service Users and the Company.
- To work to and exhibit the values of the Company and maintain standards of behaviour in accordance with Company policies, procedures and practices
- To carry out any other reasonable and relevant duties as required within Options.

## PERSON SPECIFICATION

### CLINICAL PSYCHOLOGIST

	Essential	Desirable
<b>Experience</b>		
Relevant experience of working as a qualified clinical psychologist, including post qualification working in the specific client group	✓	
Experience and skills in clinical psychology assessment and therapeutic work	✓	
Experience of representing clinical psychology within the context of multi-disciplinary and multi-agency intervention and care	✓	
Experience of working with the specific client group with recognised mental health disorders	✓	
Experience of audit and research		✓
Experience of teaching and training	✓	
Experience of receiving professional supervision	✓	
Evidence of working collaboratively in a multi-disciplinary team context	✓	
<b>Skills, Knowledge and Aptitudes</b>		
Doctoral level knowledge of clinical psychology including highly developed knowledge of lifespan developmental psychology, models of psychopathology, clinical psychometrics and neuropsychology and one or more distinct psychological therapies.	✓	
Skills in use of complex methods of psychological assessment intervention and management	✓	
High level ability to communicate effectively, both written and verbal, highly technical and clinically sensitive information	✓	
Ability to maintain a high degree of professionalism in the face of highly emotive	✓	
Skills in providing consultation to other professional and non-professional groups	✓	
Knowledge of legislation and its implications for both clinical practice and professional management	✓	
Highly developed knowledge of the theory and practice of specialist, evidence based psychological therapy relevant to the specific client group	✓	
Knowledge of Positive Psychology Theory and Practice The ability to demonstrate sound judgement Experience in development and application of outcome measures	✓	
<b>Qualifications and Training</b>		
Doctorate in Clinical Psychology	✓	
Willingness to work towards further qualifications as required	✓	
Undertake relevant group induction training on commencement	✓	
<b>Other</b>		
Commitment to the values of the organisation	✓	
Full driving licence and access to a car	✓	