

Job Description

Job title:	Senior Psychologist
Directorate:	Relevant care group
Department:	Relevant department
Professionally accountable for:	Attached doctoral trainees and assistant and/or graduate psychologists
Responsible to:	Named Operational Manager
Accountable to:	Named Professional Lead
Pay band:	8a
Contract:	Agenda for Change
On call requirement:	No
Disclosure required:	Enhanced DBS
Professional Registration:	Yes - HPC

Job outline:

To work as a member of the clinical service/ team, providing a high quality, specialist applied psychology service to clients, their families or carers. In addition, to support psychological practice within the team through consultation, supervision, formulation and training. To participate in systematic clinical governance and to offer clinical supervision to assistant, trainee and more junior psychologists and other staff. To utilise research skills for audit, service development and research within the area served by the team/service.

Scope & Authority

- To provide a qualified, high-quality specialist psychology service to individuals, carers, families and groups, within and across teams, in line with best, evidence-based practice and trust care pathways.
- To be responsible for holding and managing a clinical caseload and to exercise autonomous professional responsibility for the planning and prioritising of own workload and the assessment, treatment and discharge of clients, within the bounds of the service operational policy.
- To use analytical and judgment skills and be responsible for taking clinical management decisions in complex clinical issues.

We are an Equal Opportunities Employer operating a No Smoking Policy

- To clinically supervise assistant psychologists, trainee psychologists and junior psychologists, psychological therapists or counsellors and other staff as appropriate.
- To professionally supervise and, when appropriate, manage, assistant psychologists and trainee psychologists
- To provide consultation, mentorship, supervision and advice about psychological issues to other members of the team/service and other professionals working with service users, across a range of agencies/ settings as appropriate.
- To work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice within the service/team.
- To contribute to the development, evaluation and monitoring of the team's operational policies and services, through the deployment of professional skills in research, service evaluation and audit, and to advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
- To utilise research skills to undertake service evaluation, audit and research as appropriate and disseminate the results in the service and nationally.
- To propose and implement policy changes within the area served by the service.

Key Result Areas:

Clinical:

1. To carry out specialist psychological assessments of clients referred to the service, based upon the appropriate use, interpretation and integration of complex psychological data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the client's care, in order to reach a psychological formulation of the client's difficulties.
2. To formulate and implement plans for the formal psychological treatment and/or management of a client's mental health problems, based upon an appropriate conceptual framework of the client's problems, and employing methods based upon evidence of efficacy, across the full range of care settings.
3. To be responsible for implementing a range of psychological interventions for individuals, carers, families and groups, within and across teams employed individually and in synthesis, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
4. To provide specialist assessments of clients presenting with cognitive impairment due to a variety of causes or organic conditions, including pre-assessment counselling and neuropsychological and functional assessments, and to be able to adjust psychological interventions to work effectively with people presenting with complex needs due to cognitive impairment and organic disorders.

5. To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and complex factors concerning historical and developmental processes that have shaped the individual, family or group.
6. To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulations, diagnoses and treatment plans.
7. To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all clients of the service, across all settings and agencies serving the client group.
8. To undertake risk assessment, formulation and management for individual clients with complex presentations and to provide advice to other professions on psychological aspects of risk assessment, formulation and management.
9. To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor progress during the course of both uni- and multi-disciplinary care.
10. To promote and participate in multi-disciplinary team working, development and liaison.
11. To promote actively, user and carer involvement in care planning and service development.
12. To be up to date with both de-escalation, physical breakaway and PMVA techniques appropriate to the service environment.

Teaching, training, and supervision:

1. To receive and provide regular clinical professional supervision.
2. To gain additional highly specialist experience and skills relevant to applied psychology, in line with a professional development plan and in keeping with service needs (as agreed with the professional lead).
3. To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other team members' psychological work as appropriate.
4. To provide clinical placements for trainee clinical psychologists, ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to client care and to contribute to the assessment and evaluation of such competencies.
5. To provide professional and clinical supervision of trainee and assistant applied psychologists, as well as more junior qualified psychologists, psychological therapists and counsellors.
6. To contribute to the pre- and post-qualification teaching of applied psychology and psychological therapy, as appropriate.
7. To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.

Management, Leadership, Recruitment, Policy and Service Development

1. To participate as a clinician in identifying and implementing the development of a high quality, responsible and accessible service, in consultation with the team manager and supervisor.
2. To contribute to the development, evaluation and monitoring of the team's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
3. To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
4. To contribute psychological knowledge and expertise to policy and service development through participation, where practical, in regional multidisciplinary meetings and special interest groups, working parties etc that may impact on the functioning of the service.
5. To participate in the management of psychological resources available to the team, in the form of psychological materials employed in the assessment and treatment of service users.
6. To manage the workloads of assistant and trainee applied psychologists, within the framework of the team/service's policies and procedures.
7. To be involved, as appropriate, in the short listing and interviewing of assistant / graduate psychologists and other staff as appropriate.
8. To provide effective leadership and management to staff which promotes high performance standards both individually and as a team, in the achievement of the Trust's objectives and priorities. The Trust's success will be dependant on all managers playing an active role to make sure the existing areas of good employment practice are universally embedded within the organisation.

Managers will be expected to:

- Understand the Trust's key priorities and those of your care group and translate these into key priorities for your care group
- Ensure clarity and effectiveness in developing and designing roles
- Ensure management of staff is consistent with Trust's HR Policies to the achievement of equality, equity and optimum performance.
- Complete annual Appraisals for all staff which reflect these priorities and ensure staff have access to appropriate training and development
- Communicate regularly through meetings with teams and individuals and provide opportunity for two-way feedback
- Promote an effective team ethos.

- Promote equality, diversity and rights, and treat others with dignity and respect ensuring services are developed, managed and delivered to meet specific needs linked to protected characteristics.
- Promote equality, diversity and Human Rights in working practices by developing and maintaining positive working relationships, ensuring that colleagues are treated fairly and contributing to developing equality of opportunity and outcomes in working practices.
- Contribute to developing and maintaining equality of opportunity in working practices by complying with legislation and organisational policies. Advise colleagues about equality, diversity and human rights policies and procedures and ensure they are followed.
- Ensure that colleagues are treated fairly. Behave in a non-discriminatory way and challenge the discriminatory behaviour of others. Be supportive of colleagues or service users who wish to raise issues about discriminatory practice or experience.

Research and Service Evaluation

1. To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
2. To undertake appropriate research and provide research advice to other staff undertaking research.
3. To undertake project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision.

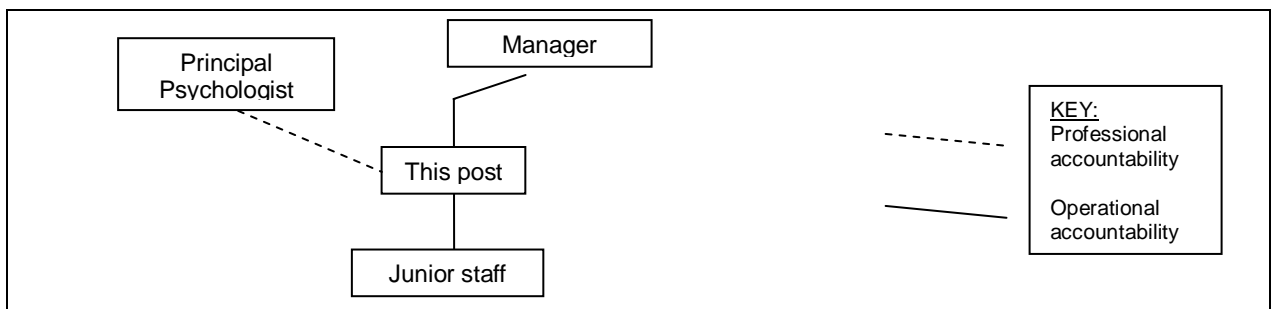
General

1. To ensure HPC registration is maintained, complying with Continuing Professional Development requirements to maintain registration.
2. To ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and where appropriate, external CPD training and development programmes.
3. To ensure the development and articulation of best practice in psychology within the service area and contribute across the service by exercising the skills of a reflexive and reflective scientist practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of applied psychology and related disciplines.
4. Maintain an individual professional profile within the care group as direct evidence of clinical practice at an advanced level. Disseminate good practice through National and International Conference Presentations and preparing relevant material for publication in appropriate professional journals.
5. To contribute to the development of an open learning culture within the organisation, which supports clinical governance, innovation, and the provision of safe and effective services, in line with broad government and Department of Health policies to tackle inequalities, improve public services and promote social inclusion, which involves users

and staff and values learning.

6. To participate fully in the Trust's performance review and personal development planning process on an annual basis.
7. To maintain and promulgate the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the British Psychological Society, Health Professions Council and Trust policies and procedures.
8. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
9. To work within agreed Trust policies and guidelines including adult and child protection guidelines and including health and safety regulations and policies.
10. To receive instructions from, and carry out any other duties as reasonably requested/ delegated by the Team manager and Psychology Lead.

Position in the Organisation & Key relationships



All staff are required to:

- Abide by the standards of behaviour expected by their professional body and the standards of behaviour expected of all staff in the Trust disciplinary policy and procedure.
- Adhere to all Trust policies and procedures and be responsible for making themselves aware of these policies and procedures.
- Treat information relating to patient, employees and businesses of the Trust in the strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. At all times employees are required to comply with the provisions of the Data Protection Act.
- Maintain their own awareness of, and comply with, policies and procedures relating to Health and Safety (whether statutory or Trust), and assist in ensuring the compliance of other staff.
- Support the Trust's visions and values and in particular the promotion of a positive approach to diversity, equality, rights, and treating others with dignity and respect; to eliminate discrimination and disadvantage in service delivery and employment, and to manage, support or comply by adhering to the Trust's Equality and Diversity Policy.

- Demonstrate the core principles of safeguarding and protection of Human Rights; treating people with dignity, fairness, equality, respect and autonomy.
- Develop and maintain positive relationships with all colleagues, taking account of their age, religion or belief, ethnicity, sex, marital or civil partnership status, sexual orientation, gender identity, pregnancy or maternity status and any disability. Ensure that they are approachable and that their conduct towards colleagues is open and honest, dealing with differences in opinion, in ways which avoid offence.
- Take responsibility for the safeguarding and protection of children and young people and vulnerable adults very seriously, as does The Trust. The Trust works with adult and children's social care to ensure that the integrated service has systems in place to equip staff with the knowledge and skills to recognise abuse, and take action to safeguard and protect vulnerable adults and children and young people. It is expected that all staff familiarise themselves with the appropriate structures and policies and with the Sussex child protection and safeguarding procedures and the Sussex multi-agency policy and procedures for safeguarding vulnerable adults and undertake the relevant essential training and further training appropriate to their role.

Person Specification

Job title:	Senior Psychologist		
Directorate:	Relevant care group		
Department:	Relevant department		
Pay band:	8a		
	Essential	Desirable	Evidenced by
A – Qualifications			
<ul style="list-style-type: none"> ▪ Doctoral level training in applied psychology [or its equivalent for those trained prior to 1996 or outside the UK], including specifically models of psychopathology, clinical psychometrics, two or more distinct psychological therapies and lifespan developmental psychology, approved by the HPC. ▪ Pre-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology. 	✓	✓	A / C
<ul style="list-style-type: none"> ▪ Professionally registered as a Practitioner Psychologist with the Health Professions Council (HPC) 	✓		A / C
B – Knowledge/Experience			
<ul style="list-style-type: none"> ▪ Experience of specialist psychological assessment and treatment of clients across the full range of care settings, including outpatient, community, primary care and in patient settings. ▪ Demonstrate specialist experience gained post-qualification of working as an applied psychologist with evidence of having received a substantial amount of clinical supervision (normally in the region of approximately 50 hours). 	✓ ✓		A / I
<ul style="list-style-type: none"> ▪ Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology. ▪ Experience of working with a wide variety of client groups, across the whole life course presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse. 	✓ ✓		A / I

	Essential	Desirable	Evidenced by
<ul style="list-style-type: none"> ▪ Experience of teaching, training and/or supervision. ▪ Experience of the application of applied psychology in different cultural contexts and experience of working within a multicultural framework. ▪ Experience of representing psychology within the context of multi-disciplinary care ▪ Experience or demonstrable knowledge of working with the particular client group served by the team/service ▪ Knowledge of guidance and legislation in relation to the client group and mental health. ▪ Knowledge of the theory and practice of specialist psychological therapies in specific difficult to treat groups (e.g. personality disorder, dual diagnoses, people with additional disabilities etc). ▪ High level knowledge of the theory and practice of at least two specialised psychological therapies. ▪ High level of knowledge and skills in neuropsychology and evidence of further practice and/or training since qualification. ▪ Formal training in supervision of other psychologists. ▪ Evidence of continuing professional development as required by the HPC 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	A / I
<ul style="list-style-type: none"> ▪ Lived experience of mental health issues 		✓	A / I
C – Skills			
<ul style="list-style-type: none"> ▪ Communication/Relationship skills: ▪ Well developed skills in the ability to communicate effectively, orally and in writing, highly technical, and clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS. ▪ Skills in providing consultation to other professional and non-professional groups. 	<p>✓</p> <p>✓</p>		A / I
<ul style="list-style-type: none"> ▪ Analytical & Judgement skills: ▪ Skills in the use of complex methods of psychological assessment formulation and management frequently requiring sustained and intense concentration. 	<p>✓</p>		A / I

	Essential	Desirable	Evidenced by
<ul style="list-style-type: none"> ▪ Planning & Organisational skills: ▪ Ability to work within a large geographical area effectively, managing travel arrangements and using creative working solutions. ▪ Ability to plan and manage a complex work load with competing demands. ▪ Ability to plan and implement projects 	✓ ✓ ✓		A / I
<ul style="list-style-type: none"> ▪ People Management/Leadership/Resources ▪ Skills in clinical supervision of others ▪ Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings. 	✓ ✓		A / I
<ul style="list-style-type: none"> ▪ IT skills: ▪ Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings. ▪ Ability to use electronic clinical record systems. ▪ Experience of software e.g. SPSS, EXCEL and ACCESS 	✓ ✓ ✓		A / I
<ul style="list-style-type: none"> ▪ Physical skills: ▪ Ability to use a keyboard /computer ▪ Able to carry out PMVA interventions 	✓ ✓		A / I
<ul style="list-style-type: none"> ▪ Abilities – 			A / I
<ul style="list-style-type: none"> ▪ Mental Effort: ▪ Ability to maintain sustained concentration over considerable time and to be able to manage a high number of competing work demands. ▪ Ability to meet competing deadlines 	✓ ✓		A / I
<ul style="list-style-type: none"> ▪ Emotional Effort: ▪ Ability to deal with distressing or emotional circumstances and take care of own well being on a very regular and frequent basis. ▪ Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours on a regular basis. ▪ Ability to identify, and employ, as appropriate, clinical governance mechanisms for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging behaviour. 	✓ ✓ ✓		A / I
<ul style="list-style-type: none"> ▪ Working Conditions: ▪ Ability to manage exposure to upsetting, distressing or challenging behaviours ▪ Ability to be able to use a PC. 	✓ ✓		A / I
<ul style="list-style-type: none"> ▪ Approach/Values – 			
<ul style="list-style-type: none"> ▪ Demonstrate support for the values and beliefs of the Care Group and those of the Trust 	✓		A / I
<ul style="list-style-type: none"> ▪ Demonstrate an understanding of the practices of Human Rights in the delivery of this role 	✓		A / I

	Essential	Desirable	Evidenced by
▪ Commitment to empowering service users, their relatives and carers at all levels.	✓		A / I
▪ Commitment to multidisciplinary team working.	✓		A / I
▪ The belief that people with mental and physical illness have the capacity for personal growth and learning, and the same goals as any other person. The belief that service users have the intrinsic right to be involved in all aspects of their care, including the development and evaluation of the service.	✓		A / I
▪ Ability to travel across sites.	✓		A / I
▪ Supports the values and beliefs of Biopsychosocial models of work.	✓		A / I
▪ Punctual and flexible across hours of work when required	✓		A / I

To be evidenced by key: A – Application C - Certificate I – Interview T - Test

Approved by:

Approved

Manager

Date