

## Job Description

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|------------------------|--------------------------------------------------------|
| <b>Job Title:</b>      | Highly Specialist Clinical or Counselling Psychologist |
| <b>Band:</b>           | 8a                                                     |
| <b>Responsible to:</b> | Lead Psychologist in CAMHS (North) and Team Manager    |
| <b>Department:</b>     | Community CAMHS, Neurodevelopmental team (North)       |
| <b>Directorate:</b>    | Children, Young People, and Families                   |

## Our Values

|                        | <b>Behaviour</b>                                                        | <b>How we will demonstrate this behaviour</b>                                                       |
|------------------------|-------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|
| <b>Professionalism</b> | We will maintain the highest standards and develop ourselves and others | By demonstrating compassion and showing care, honesty and flexibility                               |
| <b>Respect</b>         | We will create positive relationships                                   | By being kind, open and collaborative                                                               |
| <b>Innovation</b>      | We are forward thinking, research focused and effective                 | By using evidence to shape the way we work                                                          |
| <b>Dignity</b>         | We will treat you as an individual                                      | By taking the time to hear, listen and understand                                                   |
| <b>Empowerment</b>     | We will support you                                                     | By enabling you to make effective, informed decisions and to build your resilience and independence |

## Job Purpose

- This post allows the post holder an exciting opportunity to provide a highly specialist clinical or counselling psychology service to children and adolescents and their families/carers with a neurodevelopmental condition (ADHD, ASD or LD) plus a wide spectrum of mental health, developmental and psychological difficulties. The post will be primarily based in the Neurodevelopmental CAMHS team but sometimes may be required to work in the Core CAMHS team, as demand requires.
- The post holder will provide highly specialist clinical assessments and interventions for children and their families/carers as well as offering advice and consultation on clients' psychological care to both professional colleagues and staff from other agencies. To work autonomously within professional guidelines

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and the overall framework of both the Trust's and the neurodevelopmental pathway's policies and procedures.

- To utilise research skills for audit, policy and service development and research within the area served by the team/service

## **Key Responsibilities**

### **Clinical / Service Specific**

- 1 To provide highly specialist psychological assessments of children and adolescents referred to the Neurodevelopmental team, based upon the appropriate use, interpretation and integration of complex 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, their families and others involved in the client's care (including professionals from other agencies).
- 2 To individually formulate, plan, implement and evaluate plans for the formal psychological treatment and/or management of a client's mental health or other complex psychological problems based on an appropriate conceptual framework adapting/utilising several psychological models and employing methods of proven efficacy, across a range of care settings.
- 3 To be responsible for implementing a range of psychological interventions for individual children and young people, families/carers, and via groups, within and across teams, adjusting and refining psychological formulations drawing on different explanatory models including developmental, cognitive, learning theory, biological, neuropsychological, and maintaining a number of provisional hypotheses.
- 4 To provide specialist child neuropsychology assessments, providing advice and consultation based on this information to neurodevelopmental professionals, clients and their families and other agency professionals (especially education) as appropriate.
- 5 To participate in the ASD assessment clinic.
- 6 To evaluate and make decisions about treatment options, taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual and their family and/or carers.
- 7 To exercise autonomous professional responsibility for the assessment, psychological formulation, treatment and discharge of own clients, and to manage and maintain caseload in line with service requirements.
- 8 To provide highly specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.

- 9 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 these children and their families.
- 10 To communicate in a highly skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of own (caseholder) clients and/or carers and to monitor progress during the course of both uni- and multi-disciplinary care and joint work with other agencies.
- 11 To communicate in a highly skilled and sensitive manner, to clients, family/carers and others as appropriate, information that may be contentious or highly distressing concerning the assessment, formulation and treatment plans of clients under their care.
- 12 To undertake risk assessment and risk management for individual clients and to provide advice to other professions on psychological aspects of risk assessment and risk management in line with Trust and inter-agency policies and procedures.
- 13 To act as care coordinator, ensuring the provision of a care package appropriate for the client's needs, coordinating the work of others involved with care, taking responsibility for arranging CPA reviews as required and communicating effectively with the client, the family and all others involved in the network of care, and to monitor progress during the course of multi-disciplinary interventions.
- 14 To monitor and evaluate progress during the course of both uni- and multi-disciplinary care, and to provide appropriate reports on this.
- 15 To produce reports on clients, in a timely manner, that convey the key findings of psychological assessment and formulation and treatment outcome in a way that does justice to the complexity of the problems described, but that are understandable to the recipients of the reports, including clients and referrers.
- 16 To assist in the management of the team caseload.
- 17 To maintain clinical records and produce clinical reports as appropriate.
- 18 To work in partnership with other disciplines and to maintain links with statutory and non-statutory and primary care agencies as appropriate.
- 19 To regularly deal with family breakdown, serious mental illness and child abuse.
- 20 The post-holder will need to be able to work flexibly. This may require them to do some work in the Core CAMHS team or in other localities in the Trust, according to demand.

## Research & Service Evaluation

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| 1 | To utilise theory, evidence-based literature and research to support evidence-based practice in direct client/family work and work with other team members.                                                                                                                                   |
| 2 | To undertake appropriate service-oriented and clinically relevant research, including, where appropriate making ethical and/or funding applications as agreed with the Consultant Child and Adolescent Clinical Psychologist and provide research advice to other staff undertaking research. |
| 3 | To provide advice to other professionals as required on research design and methodology including complex audit and clinical and service evaluation to help develop service provision.                                                                                                        |
| 4 | To prepare research reports for dissemination in peer-reviewed journals or at local or national conferences.                                                                                                                                                                                  |
| 5 | To undertake project management, including complex audit and service evaluation, with colleagues within the neuro developmental pathway to help develop service provision.                                                                                                                    |

### Information Technology

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| 1. | To use a computer as necessary for clinical work, including literature searches, word processing, developing and maintaining training packs and information leaflets, inputting data, emailing, report writing, recording patient contacts, and other tasks as necessary for the efficient running of the service and/or training needs. |
| 2. | To use statistical and other software (spreadsheets, word processing, graphics, etc) for the analysis and presentation of clinical and research data.                                                                                                                                                                                    |

### Financial Responsibility

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| <ul style="list-style-type: none"> <li>• There are no financial responsibilities attached to the post</li> </ul> |
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### Human Resources

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| 1. | In common with all clinical psychologists, to receive regular clinical and professional supervision from a senior child and adolescent clinical psychologist and, where appropriate, other senior professional colleagues, in accordance with British Psychological Society guidelines. |
| 2. | To continue to gain wider post-qualification experience of clinical psychology in line with BPS/HPC policy on CPD.                                                                                                                                                                      |
| 3. | To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other neurodevelopmental team staff members' psychological work, as appropriate.                                                                           |

4. To provide professional and clinical supervision of assistant/graduate psychologists, as appropriate, and to act as placement supervisor for doctoral clinical psychology trainees, taking clinical responsibility for the supervisee's work. Supervision requires detailed planning for the placement, including assessing the trainee's learning needs, planning a programme of work, providing regular supervision, monitoring and evaluating progress, and adjusting the plan accordingly.
5. To develop skills in the area of professional pre- and post-qualification teaching, training and supervision and to provide supervision to other MDT staff's psychological work, as appropriate.
6. To provide advice, consultation and training to staff in psychological models, assessment and interventions working with the children and their families across a range of agencies and settings.
7. To undertake, within the Trust's IPR, PDP and Clinical Governance policies, CPD through teaching, clinical supervision, discussions, visits, study days, courses and relevant reading as agreed with professional and line managers.
8. To maintain good links with other psychologists in the Trust and to attend appropriate professional meetings.
9. To attend meetings and conferences relating to continuing professional development, as agreed with the Consultant Child and Adolescent Clinical Psychologist.
10. To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other MDT staff's psychological work, as appropriate.
11. To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes, in consultation

### **Training & Development**

1. To participate in regular supervision in accordance with good practice guidelines and Trust policy.
2. To participate in the Trust's annual Appraisal process.
3. To attend all relevant mandatory training as and when required to do so.

### **Quality & Patient Safety**

1. Protection of Children & Vulnerable Adults – To promote and safeguard the welfare of children, young people and vulnerable adults.
2. Implementation of NICE guidance and other statutory / best practice guidelines. (if appropriate).
3. Infection Control - To be responsible for the prevention and control of infection.

4. Incident reporting - To report any incidents of harm or near miss in line with the Trust's incident reporting policy ensuring appropriate actions are taken to reduce the risk of reoccurrence.
5. To contribute to the identification, management and reduction of risk in the area of responsibility.
6. To ensure day to day practice reflects the highest standards of governance, clinical effectiveness, safety and patient experience.
7. To ensure monitoring of quality and compliance with standards is demonstrable within the service on an ongoing basis.
8. To be aware of the responsibility of all employees to maintain a safe and healthy environment for patients/ clients, visitors and staff.

## **General**

1. 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.
2. To comply with the Professional Codes of Conduct and to be aware of changes in these. To maintain up to date knowledge of all relevant legislation and local policies and procedures implementing this.
3. To ensure that all duties are carried out to the highest standard and in accordance with currently quality initiatives within the work area.
4. To comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information and to be aware of any changes in these.
5. To comply at all times with the Trust's Information Governance related policies. Staffs are required to respect the confidentiality of information about staff, patients and Trust business and in particular the confidentiality and security of personal identifiable information in line with the Data Protection Act. All staff are responsible for ensuring that any data created by them is timely, comprehensive, accurate, and fit for the purposes for which it is intended.

## **Equality & Diversity**

The Trust is committed to equality and diversity and works hard to make sure all staff and service users have access to an environment that is open and a free from discrimination. As a Trust we value the diversity of our staff and service users, and therefore recognise and appreciate that everyone associated with the Trust is different and so should be treated in ways that are consistent with their needs and preferences.

Therefore all staff are required to be aware of the Trust's Equality and Diversity Policy and the commitments and responsibilities the Trust has to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.

- Foster good relations between people who share a protected characteristic and those who do not.

We firmly believe that it makes good business sense to have a workforce representative of the communities we serve and so encourage applications from all sections of the community.

**To be noted:**

- This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties, which fall within the grade of the job, in discussion with the manager.
- This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.
- This post is subject to the Rehabilitation of Offenders Act 1974 (Exemption Order 1975) and as such it will be necessary for a submission for disclosure to be made to the Criminal Records Bureau to check for previous criminal convictions. The Trust is committed to the fair treatment of its staff, potential staff or users in line with its Equal Opportunities Policy and policy statement on the recruitment of ex-offenders.

## Person Specification

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|------------------------|---------------------------------------------------------|
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| <b>Band:</b>           | 8a                                                      |
| <b>Responsible to:</b> | Lead Psychologist in North CAMHS and Neuro Team Manager |
| <b>Department:</b>     | Community CAMHS, Neurodevelopmental team (North)        |

| Criteria                   | Essential                                                                                                                                                                                                                                                                                                                                                                                                                            | Desirable                                                                                                                                                                                                                                                                                                                                                                                                            |
|----------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Education / Qualifications | <ul style="list-style-type: none"> <li>• Doctoral level training in clinical or counselling psychology, including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology as accredited by the HCPC.</li> <li>• HCPC Registered as a Practitioner Psychologist</li> </ul>                                             | <ul style="list-style-type: none"> <li>• Chartered Clinical / Counselling Psychologist.</li> <li>• Undertaken training in the supervision of trainee clinical psychologists.</li> <li>• Undertaken relevant post-doctoral training.</li> </ul>                                                                                                                                                                       |
| Experience                 | <ul style="list-style-type: none"> <li>• Experience of specialist psychological assessment, formulation and treatment of clients across the full range of care settings, including outpatient, community, primary care and in-patient settings.</li> <li>• 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,</li> </ul> | <ul style="list-style-type: none"> <li>• Experience of teaching.</li> <li>• Experience of group working.</li> <li>• Experience of working with children with a learning disability.</li> <li>• Experience of working with people with an autistic spectrum disorder and with people with ADHD.</li> <li>• Experience of the application of clinical psychology in different social and cultural contexts.</li> </ul> |

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|                    | <p>maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.</p> <ul style="list-style-type: none"> <li>• Experience of exercising full clinical responsibility for client's psychological care and treatment, both as a professionally qualified clinician and also within the context of a multidisciplinary care-plan.</li> <li>• Demonstrate further specialist training/experience.</li> </ul>                                                                                                                                                                                                                                                                                                                                               |  |
| Skills & Abilities | <ul style="list-style-type: none"> <li>• Able to demonstrate commitment to high quality care and service provision.</li> <li>• Excellent clinical skills of psychological assessment, formulation, intervention and evaluation frequently requiring sustained and intense concentration. This requires the use of highly developed analytical and judgement skills.</li> <li>• Skills in individual and group work and in programme planning.</li> <li>• Planning and organising skills for caseload management.</li> <li>• Skills in self-management, including time-management.</li> <li>• Well-developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information, including contentious and potentially highly distressing information, to</li> </ul> |  |

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|                           | <p>clients, their families, carers and other professional colleagues both within and outside the NHS.</p> <ul style="list-style-type: none"> <li>• Skills in providing consultation to other professional and non-professional groups.</li> <li>• Evaluation and audit skills.</li> <li>• Advanced keyboard and computer skills.</li> <li>• Excellent interpersonal and communication skills, enabling formation of networks with professionals within the Trust and from other agencies to promote effective teamworking with clients.</li> <li>• Able to contain and work with high levels of distress from clients.</li> <li>• Able to contain and work with organisational stress.</li> <li>• Interpersonally calm and able to defuse difficult, volatile situations.</li> <li>• Able to tolerate ambiguity and to take decisions in situations of incomplete information.</li> <li>• Ability to exercise appropriate levels of self-care and to monitor own state, recognising when it is necessary to take active steps to maintain fitness to practice.</li> <li>• Good organisational skills.</li> <li>• Motivated towards personal and professional development with a strong CPD record.</li> </ul> |                                                                                                                                              |
| Knowledge & Understanding | <ul style="list-style-type: none"> <li>• Good understanding of other professionals' theoretical perspectives of this client group.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <ul style="list-style-type: none"> <li>• Knowledge of the theory and practice of specialised psychological therapies in child and</li> </ul> |

|                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                |
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|                       | <ul style="list-style-type: none"> <li>• Ability to identify and employ mechanisms of clinical governance, including regular supervision, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.</li> <li>• Knowledge of legislation in relation to the client group and its implications for both clinical practice and professional management in relation to the client group.</li> <li>• Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.</li> <li>• Willingness to be flexible and adaptable.</li> <li>• Capable of being individually accountable for own clinical interventions.</li> <li>• Highly developed knowledge of lifespan developmental psychology and models of psychopathology and learning relevant to children and young people.</li> <li>• Sound knowledge of evidence-based interventions applicable to children and young people referred to CAMHS.</li> <li>• Knowledge of national strategies in relation to children and young people and mental health.</li> </ul> | <p>adolescent/ children with learning disability.</p> <ul style="list-style-type: none"> <li>• High level knowledge of the theory and practice of at least two specialised psychological therapies.</li> </ul> |
| Physical Requirements | <ul style="list-style-type: none"> <li>• Able to travel within the locality.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                |

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|       | <ul style="list-style-type: none"> <li>• Able to tolerate prolonged periods of sitting.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |  |
| Other | <ul style="list-style-type: none"> <li>• Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.</li> <li>• Ability to interact effectively with staff from all disciplines.</li> <li>• Ability to articulate and interpret clearly the role of the profession of clinical psychology based upon a good understanding of the framework of governance and national professional policy.</li> <li>• Recognise people's right to privacy and dignity, treating every person with respect.</li> <li>• Willingness to be flexible in approach and attitude.</li> </ul> |  |

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The Trust believes in treating everyone with dignity and respect and encourages applications from all sectors of the community. We guarantee an interview to candidates with disabilities who meet the minimum essential criteria.