**CYGNET PSYCHOLOGY SOUTH**

**Job description** Regional Lead for Psychology (South east) and Head of Psychology Maidstone

**Hours of work 8 Hours (0.2) 1 day per week Regional Lead and 32 Hours (0.8) Head of Psychology Maidstone role**

**Department Psychology South**

**Pay Scale** £63750

**Accountable to** Director of Psychology South, Operations Director, Hospital Manager

**Line managed by** Hospital Manager Maidstone

**Responsible for Head/Lead Psychologists at South East sites and overall responsibility for the Psychology departments within a region**

**Summary of Role**

To provide support to the Director for Psychology (South) in the development and maintenance of high quality, effective Psychology departments within the region.

**Main responsibilities**

* Assume professional accountability and responsibility for service delivery within a designated region while in role as Head of Psychology in that region
* Develop own leadership and management skills and promote leadership in others
* Support and lead the recruitment and retention of Psychology staff, ensuring vacancy requests are made quickly and retention strategies implemented
* Support the application of agreed standards and processes for Psychology to all wards/units within region, responding to operational and regulatory requirements
* Build and maintain strong interdisciplinary relationships with hospital managers, operations directors, and members of multi-disciplinary teams in the region
* Coordinate and run regional Psychology meetings, developing strong working relationships through reflective and shared practice
* Be accountable for the overall management of complaints and/or conflicts within the region and coordinate investigation as needed
* Support line management appraisal and KPI processes for Heads/Leads in region
* Contribute to strategies and practices that promote patients’ and carers’ rights and participation, in line with their choices, and support others to do so
* Thinking critically and reflecting when making professional decisions, including those in more complex and unpredictable contexts, guided as necessary by peers and more experienced colleagues
* Report on projects and weekly reports to Director for Psychology submitted in a timely fashion.

**Clinical Supervision and Continued Professional Development**

* Provide Clinical Supervision of Heads/Leads within the region on a monthly basis
* Weekly 1:1 sessions with Heads/Leads in the region
* Coordinating and implementing Peer Supervision meetings for Heads/Leads in the region
* Coordinating and implementing CPD groups for Heads/Leads in the region
* Oversee compliance for Psychology within the region.

**Leadership**

* Provide innovative leadership to promote the profession of Psychology, formulate and lead on regional projects in line with service line objectives
* Take overall responsibility for service and team performance, potentially across multiple service lines, with support from the Directors of Psychology as required
* Provide leadership across the region for quality improvement and service development projects, auditing projects regularly
* Develop leadership skills and management effectiveness in Heads/Leads in region
* To advise Heads/Leads in the region on Psychology services at sites, support the planning and implementation of service provision
* Oversee the implementation of policies as required within services.

**Evidence, Research and Development**

* Conduct regular audits for regional quality assurance, evidence service developments and develop outcome measures
* Support Heads/Leads in conducting research within services in collaboration with Cygnet research
* Promote the development of students and placements in team in the region.

# General Responsibilities

* To maintain registration with the Health & Care Professions Council as a Practitioner Psychologist.
* To maintain the highest level of professionalism and integrity at all times
* 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
* To ensure compliance within the codes of practice of the British Psychological Society, Health Professions Council and Cygnet Health Care policies and procedures.

***To be noted:*** *The contribution of this role*

* The way in which this role is carried out will have a direct and highly significant effect on the quality of the entire service provided by the company, and bear directly on how well-equipped teams feel to carry out the jobs they are employed to do.
* You will therefore be making a very important contribution to other employees, to matters affecting individuals in our care and their experience with us, and to the reputation and achievements of the company as a whole.

**Statement**

*This job description is not exhaustive and other duties which are not shown here but commensurate with the post may be required from time to time. It will also be used as a basis for the determination of objectives and performance required.*

**Confidentiality**

In the course of your employment with Cygnet Health Care you may handle unless it is necessary in the pursuance of your legitimate duties confidential personal information concerning either patients or staff, which may be held by the Company. You must not read, discuss, disclose or pass on confidential information.

Unauthorised disclosure of such information will be treated as a serious disciplinary matter. In addition it is important that you realise that if this confidentiality is breached, this may result in civil proceedings or a criminal prosecution.

This confidentiality must continue at all times and this agreement will continue beyond your period of employment with Cygnet Health.

#### **Health and Safety**

You are required to make positive efforts to maintain your own personal safety and that of others by taking reasonable care, carrying out requirements of the law and following recognised codes of practice. You are also required to be aware of and comply with Cygnet’s policies on health and safety, etc.

#### **Equal Opportunities**

The aim of Cygnet’s policy is to ensure that no job applicant or employee is discriminated against either directly or indirectly on the grounds of race, colour, creed, sex, marital status, disability, age, nationality, ethnic origins. The company commits itself to promote equal opportunities and will keep under review its policies, procedures and practices to ensure that all users and providers of its services are treated according to their needs. The policy also applies to staff working within Cygnet Health Care.

#### **Service User and Carer Involvement**

Cygnet is committed to developing effective user and carer involvement at all stages in the delivery of care. All employees are required to make positive efforts to support and promote successful user and carer participation as part of their day to day work.

#### **Personal Development**

Your development will be assessed using Cygnet’s Performance Appraisal Review process. You will have the opportunity to discuss your development needs with your manager on an annual basis, with regular reviews.

**Terms and Conditions**

The post holder is subject to the terms and conditions of Cygnet Health Care.

This Job Description gives an outline of the post and is subject to review in consultation with the post holder.

# PERSON SPECIFICATION

**Job Title: Regional Lead for Psychology (South East)**

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|  | ESSENTIAL | DESIRABLE |
| TRAINING & QUALIFICATIONS | Head or Lead of a Cygnet South Psychology department.  Doctoral level training in clinical psychology (or its equivalent for those trained prior to 1996).  Registration with the Health Professions Council as a Clinical Psychologist. | Post-doctoral training in one or more additional specialised areas of psychological practice (Schema  Therapy, CAT, DBT). |
| EXPERIENCE | Experience of delivering individual and group-based psychological care and treatment to service users within the context of a multi-disciplinary care plan.  Experience of teaching, training and professional and/or clinical supervision to other professional staff.  Experience of leading a department and supervising other clinicians. | Experience of working in Cygnet services and delivering assessments and experience of delivering interventions & assessments with this clinical population.  Experience of applying psychological models of care to the problems of service users suffering from complex mental health problems associated with self-harm, autistic functioning, attachment difficulties, trauma-presentations, challenging behaviours or substance misuse.  Experience of facilitating reflective practice to the MDT. |
| KNOWLEDGE AND SKILLS | Post-graduate level knowledge of psychological models and their application within a mental health setting with service users with mental health problems.  Post-graduate level knowledge of clinical applications of psychology including highly-developed knowledge of lifespan developmental psychology, models of psychopathology, and two or more distinct psychological therapies.    Ability to assess and formulate treatment needs in a time-  efficient and ethical manner and within the existing  recommended treatment frameworks.  Knowledge of the theory and practice of highly specialised psychological therapies in specific difficult-to-treat groups (e.g. complex diagnoses, self-harm, autistic spectrum disorders, attachment difficulties, trauma presentations, significantly challenging behaviours).  Ability to communicate effectively, orally and in writing, highly technical and clinically sensitive information to service users, their families, carers and other professional colleagues both within and outside mental health services.  Post-graduate level knowledge of research design and methodology, service audit and evaluative research.  Keyboard and computer skills including the ability to use computer software for testing and research purposes.    Knowledge of legislation and its implications for both clinical practice and professional management in relation to the client group and mental health.  Evidence of continuing professional development as recommended by the Health & Care Professions Council. | Knowledge of and skill in using a variety  of systemic theories and interventions,  the ability to use these appropriately in relation to client need and work setting. |
| PERSONAL | Enthusiasm for a broad range of psychological phenomena, an interest in models of service delivery, and an ability to articulate the value added by clinical psychology services within the context of multi-disciplinary mental health services.    Experience of and commitment to the evaluation of services, enthusiasm for both multi-professional and uni-professional audit, and a wish to continue to develop expertise in the service area.  Ability to forge links and excellent working relationships within a team.  Ability to contain and work with organisational stress and ability to manage the stress of others. |  |
| OTHER | Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours.  Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.  Able to prioritise workload in the face of competing demands.  Effective time management and administrative skills.  Ability to ensure consistency of service delivery in line with demands, timescales and working hours of a hospital  Environment.  Hold an excellent attendance record.  Ability to scrutinise own practice through reflective practice. |  |

**Employee……………………………………………Date………………………………………**

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