

## JOB DESCRIPTION

**JOB TITLE: Lead Psychologist**

**(Clinical Psychologist)**

**LOCATION: Cygnet Bury**

**REPORTING TO: Head of Psychology**

**RESPONSIBLE TO: Head of Psychology/Hospital Director**

**RESPONSIBLE FOR: Other qualified team psychology staff, and attached**

**assistant and trainee psychologists**

**LIAISES WITH: Multi-disciplinary team professionals and other**

**Disciplines/agencies involved in patient care**

**JOB SUMMARY**

As a practitioner psychologist, provide clinical input and hold a client caseload within a specific area/team. To provide clinical leadership in the systematic provision of a high quality specialist psychology service to patients in the adult services at Cygnet Hospital Bury, across all aspects of care. To supervise and support the psychological assessment and therapy provided by other psychologists and other clinical members of the service who provide psychologically- based care and treatment. To work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice within the service/teams. To utilise research skills for audit, policy and service development and research and propose and implement policy changes within the area served by the teams/service. To contribute to the overall management of the Hospital and the development of the model of care.

## KEY RESULT AREAS

1. **Therapeutic Skills**
   1. As lead psychologist, provide 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.
   2. To formulate and implement plans for the formal psychological treatment and/or management of a patient’s mental health and forensic problems, based upon an appropriate conceptual framework of the patient’s problems, and employing methods of proven efficacy, across the full range of care settings.
   3. To undertake risk assessment and risk management for individual patients and to provide general advice to other professionals on psychological aspects of risk assessment and management, including responsibilities within the policies and clinical duties to safeguarding vulnerable adults and children. To provide specialised advice to other professionals on psychological aspects of risk assessment and management.
   4. To assist in undertaking individual psychological assessments with individual patients and to provide specialised advice to other professionals on the psychological aspects of the assessments (including, for example, the IPDE, PCL-R, WAIS-V).
   5. To be responsible for implementing and overseeing a range of psychological interventions for service users, 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. To deliver therapy as a therapist and to the highest standard.
   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 service user, family or group.
   7. To exercise autonomous professional responsibility for the assessment, treatment and discharge of service users whose problems are managed by psychologically based care plans.
   8. To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to service users’ formulation, diagnosis and treatment plan.
   9. To ensure that all members of the multi-disciplinary teams have access to a psychologically based framework for the understanding and care of patients accessing the service, through the provision of advice and consultation and the dissemination of psychological research and theory.
   10. To communicate, in a highly skilled and sensitive manner, complex information concerning the assessment, formulation and treatment plans of people under the care of Cygnet Hospital Bury, and to monitor and evaluate progress during the course of both uni- and multi-disciplinary care. This will require being able to convey this to service users, families and colleagues with a range of understanding and knowledge so will require the ability to be flexible, adaptive and simple but yet retain a sophisticated understanding and approach.
   11. To provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the treatment team.

## Teaching, training and supervision:

* 1. To provide supervision to qualified psychologists in the adult services and to ensure the provision of supervision for all other staff grades attached to the psychology department.
  2. To provide post-qualification training (CPD) and professional supervision to qualified clinical and/or forensic psychologists attached to the service.
  3. To provide advice, consultation, training and clinical supervision to other members of the service for their provision of psychologically based interventions to help improve young people’s functioning.
  4. To provide pre- and post-qualification teaching of clinical and/or forensic psychology as appropriate.
  5. To maintain and develop skills in the area of professional pre- and post- graduate training and supervision.
  6. To provide advice, consultation and training to staff working with the service users across a range of agencies and settings, where appropriate.

## Management, recruitment, policy and service development:

* 1. To exercise delegated responsibility for overseeing the psychological resources available to the Adult Service, whether in the form of additional qualified and unqualified graduate psychology staff, or in the form of psychological materials employed in the assessment and treatment of those individuals accessing the service.
  2. To exercise responsibility for the systematic governance of psychological practice across the service.
  3. To participate as appropriate in staff recruitment, both in the short-listing process and as a member of interview panels for assistant, trainees and qualified psychologists.
  4. To provide day to day management of the psychology staff within the service.
  5. To support the Clincal Manager in the development and delivery of the model of care for the service.
  6. To contribute to the overall management and functioning of the service.

## Research and service evaluation:

* 1. To take the psychology lead, as a senior clinician, in the evaluation, monitoring and development of the team’s operational policies, through the deployment of professional skills in research, service evaluation and audit and ensuring incorporation of psychological frameworks for understanding and provision of high quality care.
  2. To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
  3. To undertake appropriate research and provide research advice to other staff undertaking research.
  4. To initiate project management, including complex audit and service evaluation, with colleagues within and across the service to help develop and improve services to clients and their families.

## General:

* 1. To maintain registration with the Heath Care Professions Council as a Clinical/Forensic Psychologist.
  2. To ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes.
  3. To ensure the development and articulation of best practice in psychology within the adolescent 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. 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 Care Professions Council and Organisational policies and procedures.
  5. 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 be noted:***

* This is not an exhaustive list of duties and responsibilities, and the postholder 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.
* The post holder is expected to comply with all relevant organisational policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of information.

PERSON SPECIFICAT ION

JOB TITLE: Lead Psychologist (CLINICAL/FORENSIC PSYCHOLOGIST)

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|  | ESSENTIAL | DESIRABLE | HOW TESTED | |
| TRAINING &  QUALIFICATIONS | Registered Practitioner Psychologist with the HCPC as either:   * Clinical Psychologist * Forensic Psychologist * Counselling Psychologist | Accredited (post-qualification) therapy training  Leadership or Management training | Application/ CV | |
|  | | Practical experience of standard assessment tools, such as the PCL-R, IPDE, HCR-20,  WAIS-V. |  |  |
| KNOWLEDGE AND SKILLS | | Skills in the use of complex methods of psychological assessment, intervention,  treatment and management frequently requiring sustained concentration.  Well developed skills in the ability to  communicate effectively, orally and in writing, highly technical, and clinically sensitive information to service users , their families, representatives and other professional colleagues both within and outside the NHS.  Knowledge of the theory and practice of highly specialised psychological therapies and  assessment methodologies.  Knowledge of the theory and practice of specialised psychological therapies and  assessment methodologies, with a focus on mental health and forensic needs.  Ability to organise time effectively, use own initiative and to work under supervision where appropriate.  Skills in providing consultation to other  professional and non-professional groups and the provision of reflective practice.  Doctoral level knowledge of research design and methodology, including complex  multivariate data analysis as practiced within the field of applied psychology.  Evidence of continuing professional development as outlined by the HCPC.  Knowledge of legislation in relation to the client group and mental health. | Knowledge of approaches to leadership and management  Experiencing of publishing research and practice based papers.  Well-developed knowledge of the theory and practice of  specialised psychological therapies in young people with forensic needs | Assessed by interview and references. |
| 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 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.  Ability to professionally represent the  Psychology team/service and the company Appropriate professional presentation  Commitment to team and multi-disciplinary working  Commitment to ongoing personal and professional development/training |  |  |
|  | | Hard working and Self-motivated  Willingness to undertake further training if required  Ability to communicate appropriately(verbally, written) to clients and co-professionals  Awareness of confidentiality issues, including the limits of this  Ability to develop and use complex multimedia materials for presentations in public, professional and academic settings. |  |  |

I confirm receipt and acceptance of this job description

Signed…………………….. Name (print)………………………..

Date………………………..