

**Job Description**

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| **Job Title:** | Clinical / Neuro-Psychologist |
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| **Reports to:** | Hospital Manager (Cygnet Newham House, Director of Psychology North). |
| **Accountable to:** | Director of Psychology Services - North |
| **Professionally Accountable to:** | HCPC |
| **Main Base:** | Cygnet Newham House |
|  | Permanent Part time |

**JOB SUMMARY/ PURPOSE:**

To ensure the systematic provision of a high quality specialist neuropsychological services nationally across Cygnet and the delivery of clinical services at Newham house.

The Psychologist will be responsible for the vision, planning and service development of the psychology service at, Cygnet Newham House.

* To work closely with the wider Neuropsychiatric MDT staff at Cygnet Newham House. To provide innovative psychological thinking, perspective taking and clinical decision making.
* To complete and deliver complex psychological and neuropsychological assessments, formulations and intervention plans, carry their own caseload, co-ordinate joint MDT assessment and co-working where appropriate.
* To teach and support care staff and contribute to their Continued Professional Development at Newham House
* To innovate reflective practice within Cygnet Newham House Hospital.
* To lead on the service development at Cygnet Newham House.
* The person must have up to date knowledge around various different psychological models applicable to this clinical population, and various models of team working for neuropsychiatric and neuro behavioural rehabilitation.
* To work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice.
* To lead and develop national audits, outcome measurement and analysis of key performance indicators for the Neuropsychology service at Cygnet Newham House. To regularly and actively manage performance against targets for Neuropsychology.
* To ensure systems are in place for the clinical supervision and support for Assistant Psychologists working into the neuropsychology service at Cygnet Newham House and provide reflective practice for all staff as appropriate.

National responsibilities

* Assume professional accountability and responsibility for service delivery within Newham House.
* Develop own leadership and management skills and promote leadership in others where appropriate
* Support the application of agreed standards and processes for Psychology to all wards/units within the service line, responding to operational and regulatory requirements
* Build and maintain strong interdisciplinary relationships with hospital manager, operations directors, and members of multi-disciplinary teams both locally and where appropriate nationally.
* Support line management, appraisal and KPI processes for assistant psychologists working within Newham House
* Contribute to strategies and practices that promote service users’ and carers’ rights and participation, in line with their choices, and support others to do so.
* Contribute to the neuropsychiatry steering group and local and regional governance.

**Key duties:**

**Clinical:**

1. To provide highly developed expert psychological assessments of service users within the service areas set out in the Job Summary, based upon the appropriate use, interpretation and integration of highly complex data from a variety of sources including psychological tests, self-report measures, rating scales direct and indirect structured observations and semi-structured interviews with service users, family members and others involved in the service user’s care.

2. To formulate plans for the formal psychological treatment and/or management of a service user’s psychological problems based upon an appropriate conceptual framework of the service user’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 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 make highly skilled expert evaluations and 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.

5. To provide expertise and specialist psychological advice, guidance and consultation to other professionals contributing directly to service user’s formulation, diagnosis and treatment plan.

6. To ensure that all relevant professions have access to a psychologically based framework for the understanding and care of adults with psychological problems, through the provision of advice and consultation and the dissemination of psychological knowledge, research and theory.

7. To provide psychoeducation, advice and support to service user’s relatives, family, and friends, as required. To communicate effectively with the service user, their family and all others involved in their care.

8. To undertake risk assessment and risk management for relevant individual service users and to provide both general and specialist advice for psychologists and other professionals on psychological aspects of risk assessment and management with particular reference to behaviours that challenge.

9. To communicate in a highly skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of service users under their care and to monitor and evaluate progress during the course of multi-disciplinary care.

10. To provide expertise and advice to facilitate the effective and appropriate provision of psychological care by other relevant professionals.

**Teaching, Training and Supervision:**

1. To ensure appropriate systems for the clinical and professional supervision of assistant psychologists and qualified psychologists for whom the post-holder has responsibility.
2. To provide specialist advice, consultation and training. To provide clinical supervision to other relevant professionals for their provision of psychologically based interventions to help improve service users’ functioning.
3. To continue to develop expertise in the area of professional pre- and post-graduate training and clinical supervision.

**Policy and Service Development:**

1. To initiate and implement strategic service developments and projects within the post-holder’s areas of responsibility.
2. To take a lead role in the strategic planning and development of services for service users seen within the neuropsychology service, regularly being a member of planning groups and taking a lead role in specific developments where appropriate.
3. To participate as a clinician in the development of high quality, responsive and accessible services for service users their carers and families at Cygnet Newham House.
4. To interpret and set policies and guidelines concerning professional good practice for the provision of psychological services within the post-holder’s areas of responsibility.

**Professional Leadership, Management and Recruitment:**

1. To exercise responsibility for managing the psychological resources available to the post-holder both in terms of psychological and psychological materials employed in the assessment and treatment of service users.
2. To exercise responsibility for the appropriate and safe use of specialist psychological equipment within the service including where necessary appropriate systems of stock control.
3. To exercise responsibility for the systematic governance of psychological practice within the post-holder’s areas of responsibility, including maintaining systematic records of appraisals, clinical record keeping standards and the transcribing of minutes and records of appropriate professional meetings.

**Research and Service Evaluation:**

1. To take the psychology lead within Newham House, in planning and implementing systems for the evaluation, monitoring and strategic development of psychology services within the post-holder’s areas of responsibility..
2. To utilise theory, evidence-based literature and research, to support evidence-based practice in individual work, work with relevant professions and across the service.
3. To undertake research and, where appropriate, to disseminate information gained from research by presentation and publication.
4. To initiate and implement project management, including complex audit and service evaluation, with colleagues within and across the service to help develop and improve services to service users and their families.

**KEY RESPONSIBILITIES:**

**General**

1. To ensure the strategic development, maintenance and dissemination of the highest professional standards of practice, through a) active participation in internal and external CPD training and development programmes b) the encouragement and facilitation of the active participation of service users in the design, provision and evaluation of clinical services.
2. To ensure the development and articulation of best practice in psychology within neuropsychology nationally for which the post-holder has designated responsibility and contribute across the services 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 clinical psychology and related disciplines.
3. To ensure 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, HCPC and Cygnet policies and procedures.
4. To ensure that all (qualified and unqualified) psychologists for whom the post-holder has responsibility maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific service user group, mental health, and clinical psychology in general.

**PERSON SPECIFICATION**

**Job Title: Lead Clinical Neuro-Psychologist**

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| **Criteria** | **Essential** | **Desirable** |
| **Education**  **Qualifications**  **and Training**   |  | | --- | |  | | |  | | --- | | Post-graduate doctoral level training in clinical psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS, including specifically models of psychopathology, clinical psychometrics. Neuropsychology and two or more distinct psychological therapies and lifespan developmental psychology.  Further specialist training in the assessment and treatment of a wide range of psychological disorders presenting with the full range of clinical severity in neuropsychology. | | Post qualification training in Neuropsychology (e.g. post graduate diploma in Clinical Neuropsychology) |
| **Experience and Knowledge Required** | Experience of working with a wide variety of patient groups, across the whole life course and presenting with the full range of clinical severity across the full range of care settings including outpatient, community, primary care, in- patient and residential care settings including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.    Experience of working as a qualified clinical psychologist/Neuro Psychologist for a minimum of three years. | Experience of professional management of qualified and pre-qualified clinical psychologists. |

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| **Skills and**  **Attributes** | Highly developed knowledge of the theory and practice of clinical psychology and neuropsychology.    Doctoral level knowledge of clinical psychology including highly developed knowledge of lifespan developmental psychology, models of psychopathology, clinical psychometrics and neuropsychology, and two or more distinct psychological therapies.  Skills in the use of highly complex methods of neuropsychological and psychological assessment, intervention and management frequently requiring sustained and intense concentration.  A high level ability to communicate effectively at both a written and oral level, highly complex, highly technical and clinically sensitive information to service users, their families, carers and a wide range of lay and professional persons.  Highly developed skills in providing consultation to other professional and non-professional groups.  Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of clinical psychology.  Knowledge of legislation and its implications for both clinical practice and professional management in relation to the patient group and mental health.  Evidence of continuing professional development as recommended by the BPS and the HCPC.  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 develop and use complex multi-media materials for presentations in public, professional and academic settings.  Ability to articulate and interpret clearly the role of the profession of clinical psychology based upon a good understanding of the framework of government and national professional policy. | Highly developed knowledge of the theory and practice of specialized psychological therapies. |
| **Aptitude and**  **Personal Qualities** | 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 neuropsychiatric services.  Ability to contain and work with organisational stress and ability to ‘hold’ the stress of others. | Ability to demonstrate leadership and management skills and strategic direction for neuropsychological services. |
| **Values, Drivers and Motivators** | Ability to demonstrate our organisational values and behaviours. |  |