**Registered Psychologist – Job Description**

**Job purpose:**

* To provide a highly specialist service to New Dawn ward including specialist assessment and formulation, therapeutic intervention, implementation and monitoring of outcomes
* To offer a range of evidence based individual and group therapeutic interventions within the service
* To provide reflective practice to staff so as to support service users from diverse backgrounds in building the life worth living by working to create a psychologically safe and trusting environment
* To undertake service evaluation, audit and research as necessary
* To contribute to service development through new, evidence-based initiatives
* To work as an autonomous professional within BPS and HCPC guidelines and codes of conduct, and guided by principles and policies of the service, following and contributing to the development of service procedures
* To provide supervision and support to junior colleagues
* To provide psychological consultation to the team to create coherent and consistent treatment plans based on service users individual needs

**Cygnet values and commitments:**

* Integrity
* Trust
* Empower
* Respect
* Care

**Key responsibilities:**

**KR1 Clinical and Client Care**

* To provide highly specialist psychological assessments, formulations and interventions for service users affected by personality disorder
* To develop and support the care pathway for New Dawn ward and be involved in the personality disorder steering group with regard to this
* To provide support for carers through leading on the carers support group
* To assess and monitor risk and draw up appropriate risk management plans for service users
* To deliver DBT skills groups

**KR2 Contributing to team or service clinical functioning**

* To contribute to the effective working of the multi-disciplinary team and to offer a psychologically informed framework for the service
* To contribute to the team’s delivery of appropriate services for this particular client group
* To be proactive in challenging discrimination and support the development of culturally competent services
* To advise other members of the service on specialist psychological care of clients
* To liaise with referrers, GPs and other professionals concerned with the service users in order to develop and review care plans and ensure smooth transitions to the community
* To utilise theory, evidence-based literature and research to support evidence based practice in individual and group therapy interventions and working with other members of the multi-disciplinary team
* To provide reflective practice for the team and to lead on de-briefs to support team members

**KR 3 Policy and service development**

* To implement policies and procedures in own area of work, and to propose improvements or beneficial changes
* To contribute to service development through participating in appropriate projects
* To contribute to the consultation and engagement of service users in planning and delivering services

**KR 4 Care and management of resources**

* To take care of, and use carefully, the company’s equipment and physical resources
* To ensure that there are sufficient resources and to request and order supplies as needed

**KR 5 Management and supervision**

* To be responsible for clinical supervision of junior psychologists with support from a more senior psychologist
* To supervise trainee psychologists within own area of specialism
* To contribute to the appraisal of more junior psychologists
* To contribute to the recruitment of more junior psychologists
* To provide supervision for the clinical work of other multi-disciplinary staff as appropriate

**KR 6 Teaching and Training**

* To undertake occasional training for the assistant psychologist CPD programme and specialised training to other professions as appropriate
* To contribute to the development of knowledge and skills base within the personality disorders service by maintaining active awareness of current developments in the field and by implementing knowledge gained in practice
* To disseminate research and service evaluation findings through presentations
* To contribute to team’s knowledge through teaching on risk assessments

**KR 7 Record-keeping and information governance**

* To ensure that accurate and timely notes are recorded as per company compliance policy
* To maintain the highest stands of clinical record keeping and report writing, according to professional and company guidelines, including electronic data entry

**KR 8 Research and development**

* To initiate, undertake, support and supervise service evaluation and audits
* To initiate and carry out appropriate research when deemed appropriate
* To initiate and implement the development of outcome measurement and assessment and to support other staff in implementation of the same

**KR 9 Maintaining professional standards and continuing professional development**

* To receive regular clinical and professional supervision from a more senior psychologist according to HCPC and company guidelines
* To ensure own Continuing Professional Development in line with BPS and company Personal Development Plan and the HCPC ‘Standards for Continuing Professional Development’
* To maintain and up-to-date knowledge of current developments in professional and clinical practice and of relevant legislation and policies
* To comply with HCPC ‘Standards of Conduct, Performance and Ethics’ and ‘Standards of Proficiency’, and ensure professional development in line with these
* To adhere with professional practice guidelines and company policies and procedures

**KR 10 General**

* To be aware of risk relating to challenging behaviour amongst this client group, and follow company policy regarding risk management
* To respond appropriately and professionally to emotionally distressing situations, such as disclosure of trauma or abuse, challenging behaviour, interpersonally challenging situations and to support others involved in such situations
* To lead on team de-briefs in relation to distressing incidents
* To provide support to team members

**Personal specification**

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| **Qualifications** |
| **Essential Requirements*** Chartered Psychologist registered with the BPS - doctoral and practitioner level qualification.
* Has completed all training under clinical supervision.
 | **Desirable Requirements*** Additional training in CBT and/or DBT and/or MBT through formal post-qualification training OR a combination of specialist short courses OR an evidence portfolio of supervised practice-based learning in a specialist area of clinical practice, assessed by an experienced clinical supervisor to be of equal level to a postgraduate diploma.
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| **Experience** |
| **Essential requirements*** Evidence of having working under supervision with clients with complex needs
* Experience of assessment and treatment of clients with a range of psychological needs of a complex nature
 | **Desirable Requirements*** Experience in working within inpatient environment
* Experience in working with clients presenting with complex personality disorder
* Experience/post-graduate qualification in DBT
* Experience of supervising assistant and/or trainee psychologists having completed relevant training
* Experience of carrying out post-doctoral research, audit or service evaluation
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| **Knowledge/Skills** |
| **Essential Requirements****Knowledge*** Knowledge of the theory and practice of specialised psychological assessments and interventions for personality disorder and complex clinical presentations
* Theoretical knowledge or psychopathology and the evidence base for the relevant treatment for service users affected by personality disorder and their families
* Knowledge of legislation in relation to the client group and mental health issues, safeguarding and equalities

**Skills*** To deliver psychological therapy across cultural and other differences
* To communicate skilfully and sensitively complex and sensitive information with clients, carers and colleagues overcoming barriers to communication including sensory, emotional difficulties, cultural differences and potential rejection of information
* To plan and schedule assessment and interventions for individual clients, groups and carers, and for meetings such as CPAs and complex case reviews
* To be able to lead on risk assessments for service users
* Well-developed IT skills including entry and analysis of research data
* Skill in providing teaching and training to other professional groups

**Abilities*** Ability to work effectively within a multi-disciplinary team, contributing to effective team functioning and holding team roles
* Ability to identify and employ mechanisms of clinical governance as appropriate
* Ability to maintain concentration and to remain in restricted positions for long periods during observations, assessments and psychological interventions, and to deal with unexpected interruptions or changes during these
* Ability to manage emotionally stressful situations such as working with victims of abuse or trauma, or with people who engage in severe self-harming behaviour
* Ability to work with service users who can become actively suicidal
 | **Desirable Requirements*** Advance knowledge of psychological assessment and clinical psychometrics
* To select and administer specialist psychological assessments, interpreting and integrating complex data that require analysis, interpretation and comparison, drawn from several sources
* To plan allocation of tasks to assistant psychologists
* To be skilled in the administration of psychometric and neuropsychological tests, including those that require complex manipulation of test materials
* Ability to develop and use complex multi-media materials for presentations in public, professional and academic meetings
* Ability to manage verbal aggression and hostility toward the self
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