

Policy No: Per 1.1.1

Clinical Psychologist Job Description

Job Title: CLINICAL PSYCHOLOGIST

Service: Central Services

Responsible to: Lead Clinical Psychologist

Brief Summary

To provide a qualified specialist clinical psychology service to individuals who live within Hesley group; providing specialist psychological assessment and therapy.

To provide advice and consultation on individuals' psychological care working autonomously within professional guidelines and the overall framework of Hesley Group policies and procedures.

To contribute to the training of other professionals.

To utilise research skills for audit, policy and service development and research.

Key Result areas:

CLINICAL

- 1 To provide specialist psychological assessments of individuals supported by the Hesley Group based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests, which require accurate administration and timing, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with individuals, support staff, family members and others involved in their care.
- 2 To formulate and implement plans for the formal psychological therapy and/or management of an individual's mental health problems, based upon an appropriate conceptual framework of the individual's problems, and employing methods based upon evidence of efficacy. Negotiating the implementation of such plans and sharing of complex, sensitive, confidential, and at times contentious information.
- 3 To be responsible for implementing a range of specialist psychological interventions for individuals, carers, families and groups, within and across teams, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
- 4 To be involved with and help coordinate the implementation of Positive Behaviour Support plans across the service and help those people we support enjoy the best quality of life possible, helping people achieve their full potential.

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- 5 To evaluate and make decisions about therapy options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.
- 6 To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to individuals' formulation, and intervention plan.
- 7 To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all individuals of the service.
- 8 To undertake clinical risk assessment and risk management for individuals and to provide advice to other professions on psychological aspects of risk assessment and risk management.
- 9 To communicate and receive highly complex, sensitive or contentious information in a highly skilled and sensitive manner, in the course of psychological therapy.

MANAGEMENT, RECRUITMENT, POLICY, SERVICE DEVELOPMENT, PLANNING, ORGANISATION, FINANCIAL AND PHYSICAL RESOURCES:

- 1 To contribute to the development, evaluation and monitoring of the company's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
- 2 To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
- 3 To suggest changes to the team's working practices in order to improve service quality.
- 4 To provide clinical supervision, as appropriate, to assistant and graduate psychologists, within the framework of the team/service's policies and procedures.
- 5 To be involved, as appropriate, in the short listing and interviewing of assistant/graduate psychologists.
- 6 To organise own diary to meet requirements of the job.
- 7 To attend regular Therapeutic Services departmental meetings.

TEACHING, TRAINING AND SUPERVISION

- 1 To receive regular clinical professional supervision appropriate to the development of highly specialist skills from a clinical psychologist in accordance with good professional practice guidelines.
- 2 To continue to gain wider post-qualification experience of clinical psychology.

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- 3 To develop skills in the area of professional post-graduate teaching, training and supervision, including formal supervision training and to provide supervision to other MDT staff's psychological work, as appropriate.
- 4 To provide advice, consultation and training to staff working with the individual group, where appropriate.
- 5 To contribute to training of other disciplines across a range of settings and agencies, where appropriate.

RESEARCH AND SERVICE EVALUATION

- 1 To utilise routinely theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
- 2 To undertake appropriate research and provide research advice to other staff undertaking research, including electronic data entry, and analysis.
- 3 To undertake project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision.

Responsibilities for information Resources:

- 1 To access knowledge through internet searches to keep up to date with clinical and professional development.
- 2 For the preparation and presentation of materials for effective teaching and training (e.g. power point, graphic representations) to record and analyse data for research and audit (e.g. databases, spreadsheets).

Communications and Working Relationships:

- 1 To communicate in a highly skilled and sensitive manner, information concerning assessment, formulation and treatment plans to monitor and evaluate progress during the course of care.
- 2 To communicate highly complex theoretical information and formulations in a way that is clear and understandable to individuals and professionals.
- 3 To communicate controversial information in a sensitive manner and responding appropriately to challenges from those with opposing views.
- 4 To be effective in communicating psychological principles to managers, staff groups, individuals and carers in a manner that facilitates growth, development and consensus in situations where views can be divergent.
- 5 To communicate therapeutically with individuals with particular difficulties (e.g. limited verbal abilities, impaired memory, etc.) as relevant to the specialty.

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- 6 To utilise the highest level of interpersonal skills when intervening therapeutically with individuals with severely challenging behaviour and/or mental illness.
- 7 To ensure high levels of formal and informal communication with relatives and professionals.
- 8 To manage frequent exposure to highly distressing and emotive disclosures including highly emotive conflict situations that are presented by individuals.
- 9 To relate effectively to professional colleagues and to build and maintain effective working relationships within all levels of the organisation.

GENERAL

- 1 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 with the post holder's professional and service manager(s).
- 2 To contribute to the development and articulation of best practice in psychology across the service, by continuing to develop 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 maintain 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 and company policies and procedures.
- 4 To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific individual group and mental health.

To be noted:

This job description is not intended to be an exhaustive list of the duties and responsibilities of the post and the post holder may be requested to carry out duties appropriate to the grade and post.

The post holder is expected to comply with all relevant company policies, procedures and guideline, including those relating to Diversity, Health and Safety and Confidentiality of Information.

The post may change over time to meet the organisational requirements, and this job description may be changed after consultation with the post holder at any time.

This organisation is committed to the protection and safeguarding of children and adults at risk, and promoting their welfare. The Hesley Group, therefore, expects all staff and volunteers to share this commitment.

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This post is subject to an enhanced level DBS Disclosure in respect of the Adults/Children's Workforce.

Prepared by HR Department. Date: 17/11/16

Jobholder: _____ Signed: _____ Date: _____

Manager: _____ Signed: _____ Date: _____