

**Child and Adolescent Mental Health (CAMHS)
JOB DESCRIPTION**

Job Title:	Specialist Clinical/Counselling Psychologist - Child and Adolescent Mental Health Service
Grade:	Band 7
Hours:	37.5 / 1.0 WTE (Permanent)
Salary:	Agenda for Change
Location:	Brent Child & Adolescent Mental Health Service (CAMHS) Address: Monks Park Health Centre, Monks Park, Wembley HA9 6JE

In order to meet the needs of the Trust's service, you may be required from time to time to work outside your normal place of work. The Trust reserves the right to change your normal place of work to any other location within the Trust.

Responsible to:	Brent CAMHS Team Manager
Accountable to:	Service Manager
Key Relationships:	CAMHS colleagues, service line managers in CAMHS, social workers, school staff, frontline workers in other agencies, Adult Mental Health Services, members of other disciplines and agencies responsible for a client's care

JOB SUMMARY:

- To join the multi-disciplinary CAMH Service in the delivery of mental health care to children and young people and their families, including involvement in the multi-disciplinary assessment pathway.
- To provide specialist clinical psychology input to children and young people and their families.
- To provide specialist psychological assessment and therapy including specialist assessments for neurodevelopmental concerns (e.g. ASD and ADHD).
- To offer advice and consultation on clients' psychological care to colleagues from all disciplines and to individuals external to CAMHS working autonomously within professional guidelines and the overall framework of the team's policies and procedures.
- To support the psychological assessment and therapy provided by other professionals and to offer supervision as agreed per job plan.
- To utilise research skills for audit, policy and service development and research within the areas served by the services .

- To work autonomously within professional guidelines and exercise responsibility for the systematic governance of one's psychological practice.

WORKING ENVIRONMENT:

The Brent CAMH service is based at Monks Park Clinic, Wembley. The team is well established and is staffed by a large multi-disciplinary team of clinicians. We aim to provide an accessible, flexible and responsive local service for patients and professionals working with children in the area using the whole range of therapeutic interventions, including Cognitive Behavioural Therapy, systemic and family Therapy, Child and Adolescent Psychotherapy, Psychoeducation, DBT therapy groups and multi-family work as well as Positive Behaviour Support. Brent CAMHS consists of four main sub-teams: Emotional Disorders Team; Neurodevelopmental Team; Enhanced Treatment Team, and; Learning Disabilities (LD-CAMHS). The post holder may be required to travel to other parts of the catchment area and / or wider service and trust as necessary, including working within the community (e.g. schools). The service operates Monday to Friday 09.00 to 17:00 with some flexibility to work extended hours to meet service need.

MAIN DUTIES AND RESPONSIBILITIES:

Clinical:

1. To work as a member of the multi-disciplinary CAMH service for children and young people, within the clinical governance structures and protocols of the service.
2. To undertake generic and specialist psychological and neuropsychological assessments of children and families referred to the service based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests (including WISC-V, ADOS-2, 3Di, ABAS etc.), 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, including frontline workers in health, education, Social Services and the voluntary sector.
3. To formulate and implement plans for the formal psychological treatment and/or management of emotional and behavioural disorders in children young people and families, based upon an appropriate conceptual framework of the client's problems, and employing methods based upon evidence of efficacy, across the full range of care settings.
4. To be responsible for developing and implementing a range of psychological interventions for individuals, 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 and taking account of changing needs during the course of delivering the intervention. To act as case manager to coordinate care for individuals for an agreed caseload.
5. To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical, environmental and developmental processes that have shaped the individual, family or group
6. In providing care to clients to liaise and work with family members and others involved in the client's care, including CAMHS colleagues, frontline workers in health, education, Social Services, inpatients services and the voluntary sector.
7. To exercise autonomous professional responsibility for the assessment and treatment of clients whose problems are managed by psychologically based standard care plans.



8. To provide specialist psychological advice, guidance and consultation to other professionals, contributing to clients' formulation, diagnosis and treatment plan.
9. To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all clients of the service, across all settings and agencies serving the client group.
10. To undertake risk assessment and risk management for individual clients and to provide advice to other professions on psychological aspects of risk assessment and risk management.
11. To contribute to and implement policy changes and developments within the area served by the team/service, including the 0-25 SEND code of practice (2016).
12. To participate in the clinical Duty rota and initial CAMHS assessment clinics / specialist assessments as required.
13. To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor progress during the course of multi-disciplinary care.
14. To contribute knowledge, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the team.
15. The post holder will undertake all work sensitive to the needs of families from a wide range of ethnic, cultural and religious backgrounds and with sensitivity to issues of power, gender, educational attainment, sexuality, disability, class and age.

Teaching, training, and supervision

1. To receive regular clinical supervision in accordance with Trust guidelines for clinical/counselling psychology.
2. To pursue continuing professional development by relevant study and attendance at training events, courses and conferences to gain experience and skills relevant to the service.
3. To develop skills in the area of training and supervision and to provide consultation and supervision to other worker including providing clinical supervision to assistant and/or trainee psychologists as needed.
4. To provide advice, consultation and training to staff working with the client groups across a range of agencies and settings.
5. To contribute to psychology input into teaching and training programmes in CAMHS as appropriate depending on service needs.

Management, recruitment, policy and service development

1. To contribute to the development, evaluation and monitoring of the service as required through the deployment of professional skills in research, service evaluation and audit.
2. To take personal responsibility for attending and contributing to clinical and care quality meetings within the service.



3. To manage the workloads of supervisees within the framework of the Team's policies and procedures and as directed by the line manager / clinical lead.
4. To exercise responsibility for the systematic governance of psychological practice within the service.

Research and service evaluation

1. To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members, including the use of outcome measures.
2. To undertake appropriate research and provide research advice to other staff undertaking research within the context of the needs of the service as directed by the Professional Lead/Team Manager.
3. To undertake audit and service evaluation, with colleagues within the service, to help develop service provision.

IT responsibilities (other than those used for research)

1. The post holder will input and maintain appropriate computer and manual clinical records and statistical data and provide this to the Service Manager/Clinical Lead when necessary.
2. The post holder will engage in relevant computer and IT training as required.

General

1. To remain current with all mandatory / statutory training for the service.
2. To adhere to local and Trust policies and procedures including Health & Safety, Lone Working, Sickness and Absence, and Annual Leave.
3. 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, as agreed by the post holder's service manager(s) and professional lead.
4. 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, child and adolescent mental health and related disciplines.
5. 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 of the HCPC, British Psychological Society and Trust policies and procedures.
6. 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.
7. All CAMHS staff are expected to actively involve service users in decisions about the service and support they receive, to be aware of and inform service users about participation initiatives, and actively support the development of such initiatives to ensure the voice of service users is at the heart of service design, development and delivery.



To be noted:

- This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties which fall within the grade of the job, in discussion with the Team Manager / Service 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 Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information, Safeguarding and SEND.



Person Specification - Band 7 Clinical Psychologist (CAMHS)

CRITERIA	ESSENTIAL Requirements necessary for safe and effective Performance in the job	DESIRABLE Where available, elements that would contribute to immediate performance in the job	SEE KEY *
Education and Qualifications	<p>Post-graduate doctoral level training (or its equivalent for those trained prior to 1996) in clinical psychology, counselling psychology or counselling as accredited by the BPS. Training should include specifically models of psychopathology, clinical psychometrics and neuro-psychology, two or more distinct psychological therapies (Cognitive Behavioural Therapy (2nd & 3rd wave CBT) and lifespan developmental psychology.</p> <p>HCPC Registration as Practitioner Psychologist: Clinical, Counselling or Health Psychologist.</p>	<p>Post-doctoral training in one or more additional specialised areas of psychological practice especially relevant to complex CAMHS. In particular:</p> <ul style="list-style-type: none"> • CYP-IAPT Therapy Training • ADOS-2/ 3Di • TF-CBT/EMDR 	A/I
Previous Experience	<p>Experience of working with a wide variety of client groups, across the whole life course and presenting with the full range of clinical severity around mental health concerns 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.</p> <p>Supervised experience of evidence based treatment in relation to children with mental health concerns.</p> <p>Experience of working within a multidisciplinary Specialist CAMHS team and of proving specialist CAMHS assessment and intervention.</p> <p>Experience of delivering evidence based treatment using a range of modalities in a number of cultural contexts.</p>	<p>Experience of assessing for Neurodevelopmental disorders incl. ASD and ADHD</p> <p>Experience of providing Cognitive Behavioural Therapy and other therapies to young people with Autistic Spectrum Disorder and other neurodevelopmental differences (e.g. Learning Disabilities).</p> <p>Experience of teaching, training and / or supervision.</p>	A/I

Knowledge and Skills	<p>Doctoral level knowledge of clinical psychology including highly developed knowledge of lifespan developmental psychology, models of psychopathology, clinical psychometrics and neuro-psychology, and two or more distinct psychological therapies.</p> <p>Knowledge and skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration, in particular as applied to complex problems including cognitive behavioural methods.</p> <p>Knowledge of the theoretical evidence base for understanding, formulating and providing interventions for mental health concerns experienced by children and young people.</p> <p>Well-developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information including diagnoses and formulations to clients, their families, carers and other professional colleagues both within and outside the NHS.</p> <p>Skills in providing consultation to other professional and non-professional groups.</p> <p>Ability to identify and employ mechanisms of clinical governance and as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.</p> <p>Experience of assessing mental health risk and safeguarding concerns.</p> <p>Training in Cognitive Behavioural Therapy acquired during Doctorate Qualification and / or trained to minimum diploma level.</p> <p>Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of clinical psychology.</p> <p>Knowledge of CAMHS legislation</p> <p>Knowledge of legislation and its implications for both clinical practice and professional management in relation to the client group and mental health and Special Educational Needs and Disabilities (SEND).</p>	<p>High level knowledge of the theory and practice of other specialised psychological CAMHS or family treatments</p> <p>Knowledge and experience of research methodology</p> <p>Ability to teach and train others, using a variety of multi-media materials suitable for presentations within public, professional and academic settings.</p> <p>Experience of planning and delivery group treatments.</p>	A/I
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	In particular, knowledge and experience of the Education and Health Care Plan (EHCP) process.		
Personal	<p>Enthusiasm for a broad range of psychological phenomena, an interest in models of service delivery and an ability to articulate the value added by psychology services within the context of multi-disciplinary mental health services.</p> <p>Ability to contain and work with organisational stress and ability to 'hold' the stress of others.</p> <p>Able to build constructive relationships with warmth and empathy, using good communication skills.</p> <p>Treating service users with respect and dignity at all times.</p> <p>Enthusiastic, flexible, confident and ethical approach to working.</p> <p>Able to prioritise own workload and meet performance requirements for the role.</p> <p>Willingness and ability to learn new skills; adapt flexibly to change and support others' upskilling journey.</p>		A/I

Other	<p>Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours.</p> <p>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 behavior. In particular:</p> <ul style="list-style-type: none"> • Understands and able to implement and promote the Equal Opportunities Policy at a level appropriate to the post. • Understands and can apply confidentiality and information sharing policy and procedures. <p>Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.</p> <p>Sickness (or attendance) record that is acceptable to the Trust. Declared medically fit by the Occupational Health department to perform the duties of the post.</p>		
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