



JOB DESCRIPTION

1. General information

JOB TITLE:	Highly Specialist Clinical Psychologist
GRADE:	Band 8a
DIRECTORATE	Adult Community Mental Health Services
RESPONSIBLE TO: (Line Manager)	Operationally- Psychosis Psychology Lead/ Team Manager
ACCOUNTABLE TO:	Professionally- Head of Psychological Therapies, via Principal Clinical Psychologist/ Psychological Therapist
BASE:	Erith Centre, Park Crescent, Erith DA8 3EE

At Oxleas NHS Foundation Trust, we offer a wide range of NHS healthcare services to people living in South-East London and to people in prison across England. Our wide array of services includes community health care, such as district nursing and speech and language therapy, care for people with learning disabilities and mental health such as psychiatry, nursing and therapies.

Oxleas is a great place to work. It has been recognised as one of the Top 10 Best Places to Work 2023 by the Sunday Times amongst very big employers. Our staff survey results show that we are in the Top 5 in England and the highest in London for staff experience amongst similar trusts.

"We are always delighted to welcome new colleagues to the Oxleas family. We care about making Oxleas a great place to work - it's a big priority in our strategy. Come and join us - it's a place where our values, teamwork, equity, and wellbeing matter and where you can really help to improve people's lives."

A handwritten signature in black ink, appearing to be 'Paul'.

Ify Okocha
Chief Executive

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care. Our values are very important to us. They help Oxleas to be a great place to work.

2. Overview of the Post

We are seeking to recruit a highly specialist clinical psychologist. The successful candidate will join the psychological therapies team within the Bexley ICMP Team, and will be offering highly specialised psychological assessment and intervention to service users referred to the Oxleas psychosis pathway, consistent with NICE approved treatments. The post holder will offer advice and consultation on clients' psychological care to non-psychologist colleagues and to other, non-professional carers.

The post holder will supervise trainee Doctoral clinical psychologists, implement low level CBT interventions through non psychology team members and work autonomously within professional guidelines and the overall framework of the team's policies and procedures.

The post holder will utilize research skills for audit, policy and service development, and to conduct research within the area served by the team/service. To work assertively to engage clients and promote social inclusion and recovery, and to participate in early detection or relapse and community family and friends education work.

The Oxleas Psychosis Pathway Includes the Early Intervention Team (EIP) and Intense Case Management for Psychosis Team (ICMP). It is a borough wide service and both teams are based at the Erith Center. They consist of a multidisciplinary team of professionals, including consultant psychiatrists, specialist adult mental health nurses, clinical/counselling psychologists, CBT therapists, employment support workers, lived experience practitioners and occupational therapists. We offer a community service for working age adults with severe and complex mental health difficulties. The team has close links with other services, including third sector organizations. We work collaboratively with other services. Oxleas has a strong tradition in promoting psychological therapies and embraces multi-modal formulation-based approaches. Personal therapeutic interests and specialty development are actively encouraged and supported. This can be via formal training as well as established specialist supervision forums which are provided across the Trust.

There will be the opportunity to develop specialist competencies in evidence-based models (eg CBT, EMDR and Family Intervention) for individual and group therapy.

3. Key Task and Responsibilities

Management responsibilities

Responsible For: Assistant Psychologists, Graduate Psychologists.

Trainee clinical psychologists

Teaching, training and supervision of members of other disciplines on psychological theory & practice and psychosocial interventions

- 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 clinical psychologists.
- To contribute to the overall management and functioning of the service.
- To contribute to the development, evaluation and monitoring of the team's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
- To advise both service and professional management on those aspects of the service where psychological and/or organizational matters need addressing.
- To manage the workloads of assistant and trainee clinical psychologists, within the framework of the team/service's policies and procedures.
- Involvement in HR policies.
- Involvement in recruitment.

Leadership

Accountable to: Operationally - Psychology Lead/ Mental Health Team Manager
 Professional Lead

- Responsible for the development of more junior psychological therapy staff.
- Participate in service development.

Clinical

- To contribute to the provision of psychology therapies service to the Bexley Psychosis Pathway/ ICMP Team.
- To provide specialist psychological assessments of clients referred to the ICMP Mental Health 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.
- To formulate and implement plans for the formal psychological treatment

and/or management of a client's mental health problems, based upon an appropriate conceptual framework of the client's problems, and employing methods of proven efficacy, across the full range of care settings.

- To be responsible for 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.
- To deliver NICE approved CBTp and Family Interventions for Psychosis.
- To facilitate groups for clients and carers
- 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 individual, family or group.
- To exercise autonomous professional responsibility for the assessment, treatment, and discharge of clients whose problems are managed by psychologically based care plans.
- To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.
- To ensure that all members of the treating team have access to a psychologically based framework for understanding and care of clients of the service, through the provision of advice and consultation and the dissemination of psychological research and theory.
- To undertake risk assessment and risk management for individual clients and to provide general advice to other professionals on psychological aspects of risk assessment and risk management, including responsibilities within the policies and clinical duties to safeguarding vulnerable adults and children.
- To communicate in a highly skilled and sensitive manner, complex information concerning the assessment, formulation and treatment plans of clients under their care 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 clients, 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.
- To provide expertise, advice, and support to facilitate the effective and appropriate provision of psychological care by all members of the treatment team.

Responsibilities for team or service functioning:

- To provide specialist psychological advice, supervision, guidance, and consultation to other professionals contributing directly to the formulation and treatment plans of individual patients: including advice on psychological aspects of risk and in the use of objective/standardized measures.

- To ensure a psychologically informed framework for ICMP Mental Health Service. Ensure that all members of the multidisciplinary team have access to a psychologically based framework for the understanding and care of service users referred to the service through the provision of advice and consultation. This includes ensuring that a psychological perspective is provided in a wide range of settings where service user care is discussed, planned and organized.
- Be responsible for the systematic governance of psychological practice within the ICMP Mental Health Service.
- To contribute to developing the service's delivery of accessible and acceptable services to diverse local communities
- To support the development of culturally competent services
- To advise other members of the service on specialist psychological care for clients
- To liaise with referrers GPs and other professionals concerned with clients in order to develop and review or contribute care plans
- To utilize theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members.

Teaching, training, and supervision:

- To contribute to the development of the knowledge and skills base within the ICMP Mental Health Service by maintaining an active awareness of current developments in psychology and psychosis and by implementing knowledge gained in practice.
- To provide clinical placements for trainee clinical and/or counselling psychologists/CBT therapists, ensuring that trainees acquire the necessary skills, competencies, and experience to contribute effectively to good mental health care and to contribute to the assessment and evaluation of such competencies.
- To provide post-qualification training (CPD) and clinical professional supervision to qualified clinical and/or counselling psychologists/CBT therapists attached to the service.
- To provide advice, consultation and training and clinical supervision to other members of the service for their provision of psychologically based interventions to help improve clients' functioning.
- To provide pre- and post-qualification teaching of clinical and/or counselling psychology/CBT as appropriate.
- To receive regular clinical supervision from an appropriately qualified clinician in accordance with professional registration requirements.
- To maintain and develop skills in the area of professional pre- and post-

graduate training and clinical supervision.

- To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.

General:

- To maintain registration with the Health Professions Council as a Clinical/Counselling Psychologist or with the British Association for Behavioural & Cognitive Psychotherapists.
- 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.
- To ensure the development and articulation of best practice in psychology within the 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 clinical psychology and related disciplines.
- 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 Professions Council and Trust policies and procedures.
- 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.

Research

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

Communication

Key Relationships: Clinical Leads from the ICMP Mental Health Service
Other team members, including the manager and members of other professional disciplines and agencies responsible for Service User care.
Professional psychology structures across the Directorate and Trust.
Other Clinical/Counselling Psychologists working in the Bexley Directorate.

- 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 manager.
- 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.
- 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 Professions Council and Trust policies and procedures.
- To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and to mental health.
- To competently utilise Microsoft packages including Word, Excel and Power point in order to produce professional clinical and training materials for use as part of normal clinical responsibilities.

On Call/Unsocial Hours

- Post does not require the post holder to work unsociable hours.

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 Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information.

The following statements are mandatory for all job descriptions:

Terms and Conditions

The post holder is subject to the terms and conditions of OXLEAS NHS FOUNDATION TRUST. This Job description gives an outline of the post and is subject to review in consultation with the post holder.

Confidentiality

The Post holder must maintain the confidentiality of information about patients, staff, and other health service business in accordance with Trust Policy.

Risk Management

The Post holder will ensure compliance with the Trust's risk management policies and procedures. These describe the Trust's commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm and stress and that all staff have a responsibility to minimise risk.

Infection Control

All staff are required to be familiar with the Trusts infection control policies, and national guidance in relation to infection control. All staff whose normal duties are directly or indirectly concerned with patient care must ensure that they complete mandatory infection control training and are compliant with all measures known to be effective in reducing Healthcare Associated Infections.

Equality, Diversity and Human Rights

Oxleas is an organisation which values difference and promotes equality, diversity, and inclusion. Our Equality and Human Rights Policy and Strategy are designed to ensure that all our staff (including agency, bank, students, volunteers, and contractors) as well our service users, carers and members of the public are treated with dignity and respect. The Trust policies, procedures and practices are reviewed regularly to ensure that everyone who falls under the list of Equality Act 2010 protected characteristics does not suffer discrimination, either directly or indirectly. The current list of protected characteristics includes Age; Disability; Gender Re-Assignment; Marriage and Civil Partnership; Pregnancy & Maternity; Race; Religion and Belief; Sex and Sexual Orientation.

Health & Safety

All staff must be aware of the responsibility placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients, and visitors.

Professional and NHS Codes of Conduct

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the 'Code of Conduct for NHS Managers' and 'Standards of Business Conduct for NHS Staff'.

Safeguarding

It is the responsibility of all staff to safeguard and protect children and adults at risk at all times and staff must report any concerns as per Safeguarding Children and Safeguarding Adults policies, which are available on the Trust's intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.

Financial Management and Control of Resources

All staff are responsible for the security and the property of the Trust, avoiding loss or damage and being economical and efficient in the use of resources. Staff are required to act in accordance with the rules and regulations as described in the Trust's Policy relating to the Financial Management and Control of Resources'.

Customer Care

It is the aim of the Trust to provide patients and clients with the best possible care. All staff are required to put the patient/client first and do their utmost to meet requests and needs courteously and efficiently.

Personal/Professional Development Planning/Mandatory Training

All staff should have a personal development plan and in conjunction with their manager, should actively determine and pursue agreed training and development needs and opportunities. All staff are required to attend mandatory training as designated by the Trust.

Sustainability

Demonstrate social and environmental responsibility and help establish Oxleas NHS Foundation Trust as a sustainability leader. Collaborate to contribute to or lead change management towards Oxleas NHS Foundation Trust goal of reaching Net Zero by 2040 as stated in the Green Plan.

No Smoking

Oxleas NHS Foundation Trust has a no smoking policy. Staff are not permitted to smoke within or on Trust premises.

3. Our Values

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care.

Our values are very important to us. They help Oxleas to be a great place to work. We want everyone who works at Oxleas to live our values and we will expect this of all our new joiners.

Our Values and Behaviours framework describes what it means for every one of us in the Trust to put our values into action. The framework can be found on our Trust Website: [Our values - Oxleas NHS Foundation Trust](#)



Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name

Note:

Please attach an organisational chart alongside, a person specification, and Job Description.





PERSON SPECIFICATION

JOB TITLE: Highly Specialised Clinical Psychologist

DEPARTMENT: Bexley Intensive Case Management in Psychosis (ICMP)

GRADE: Band 8a

Education/Qualifications	How measured
<p>Essential:</p> <ul style="list-style-type: none"> Postgraduate Doctorate in Clinical/Counselling Psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS. Registered with Health and Care Professions Council as a Practitioner Psychologist Willingness to undertake Advanced Training in CBTp if not completed. <p>Desirable:</p> <ul style="list-style-type: none"> Pre-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology. Advanced Diploma in CBT (for Psychosis or SMI) HEE approved training in Family Interventions for Psychosis. 	Application Form
Experience	
<p>Essential:</p> <ul style="list-style-type: none"> Experience of psychological assessment and treatment of clients across the full range of care settings including outpatient, community, primary care and in patient settings. 	Application Form/ Interview

<ul style="list-style-type: none"> • Experience of working with a wide variety of service user groups presenting across the whole life course presenting problems that reflect the full range of clinical severity 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 cognitive behaviour therapy with clients experiencing psychosis. • Experience of working with families. • Experience of teaching, training and/or supervision. <p>Desirable:</p> <ul style="list-style-type: none"> • Experience of working with clients presenting with first episode psychosis • Experience of delivering Family Interventions for Psychosis • Experience of the application of clinical psychology in different cultural contexts. 	
Skills/Abilities/Knowledge	

Essential:

- Highly developed skills in the use of complex methods of psychological assessment, intervention and management, including the use of theoretical models to analyse information and to develop formulations upon which to base choice of treatment.
- Highly developed skills in the effective communication, orally and in writing, of complex, highly technical and/or clinically sensitive information to a wide variety of recipients in a range of settings (including clients, their families, carers, and other professional colleagues), both within and outside the NHS, including the ability to produce comprehensive and coherent letters, reports and associated documentation.
- Highly developed communication skills at overcoming barriers to understanding and acceptance.
- Skills in providing consultation to other professional and non-professional groups.
- Evidence of CPD as recommended by BPS.
- Competence in advanced IT packages including keyboard skills.
- Ability to provide a culturally competent and non- stigmatising service including an awareness of the potential impact of discrimination and disadvantage on mental health.
- Ability to co-ordinate the recording and reporting

Application Form/
Interview

<p>of clinical information as required.</p> <p>Desirable:</p> <ul style="list-style-type: none"> • High level knowledge of the theory and practice of third wave CBT approaches and at least one other specialised psychological therapy. • Knowledge of NICE approved Family Interventions. • Knowledge of legislation in relation to the client group and mental health. 	
<p>Effort and Environment</p> <ul style="list-style-type: none"> • Ability to remain in constrained positions for substantial proportion of working time. • Ability to concentrate intensively for substantial periods of time during service user contact, teaching/supervision sessions, team meetings, preparing written work etc. • Ability to contain and work with organisational stress and able to contain the stress of others. • Ability to manage effectively frequent exposure to highly distressing/emotional circumstances • Ability to manage effectively verbal aggression and abuse from patients, carers etc., and the risk of physical aggression. 	<p>Application Form/ Interview</p>
<p>Other Requirements</p> <ul style="list-style-type: none"> • 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 behaviours. • Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours. 	<p>Application Form/ Interview</p>

<ul style="list-style-type: none"> • Ability to teach and train others using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings. • Ability to work creatively, co-operatively, reliably and consistently as an independent practitioner, as a mentor and supervisor, and in multi-disciplinary and team settings. • Demonstrate respectful approach to patients, carers, colleagues, other professionals and professional contacts. Willingness to negotiate and ability to handle confrontation effectively and professionally. <p>Desirable</p> <ul style="list-style-type: none"> • Personal experience of mental health problems. • Experience of working within a multicultural framework. 	
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NB These are not definitive lists if there are any others specific to a post, please add to the form which should then be signed by the line manager and post holder alongside the Job description.

Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name