



## JOB DESCRIPTION / PROFILE

<b>Job Title</b>	Senior Psychologist — Clinical / Counselling or other relevant HCPC registered Practitioner Psychologist (specific requirement as per advert)
<b>Payband/Grade</b>	Band 8a
<b>Directorate</b>	Operational Directorates
<b>Job Description Reference</b>	Gen-Pyl-8a

**My job makes better lives:** by promoting health and independence for people who use our services and their carers/support staff by delivering high quality psychology assessments, formulation and interventions; providing consultation, supervision and guidance to band 7, trainee, assistant psychologists and others as required.

**Job Overview:** To assess, plan, implement and evaluate the psychological needs of people using our services.

- To mentor, supervise and teach qualified and unqualified staff including students
- Promoting a psychological perspective both within teams and sharing with other colleagues
- Work collaboratively with team managers/ Clinical leads in the development and delivering of effective services
- The postholder will be expected to work flexibly within the service
- To lead on complex and challenging cases and develop expertise within area of specialism
- Participating in the recruitment and selection of staff
- Leading on a specific service development projects

<b>NHS Competency</b>	<b>Level</b>
Communication	4
Personal and People Development	4
Health, Safety and Security	4
Service Improvement	4
Quality	4
Equality and Diversity	4
IT Skills	3
<b>Statutory Requirements</b>	
HCPC Registered Practitioner Psychologist	

<b>SABP Leadership Competency</b>	
Strategic Leadership	2
People Leadership	2
Performance Leadership	2
Personal Motivation	2
<b>Values</b>	
Treat People Well	
Create Respectful Places	
Involve not Ignore	
Open, Honest and Accountable	

### Qualifications required

- Doctorate in Clinical or Counselling Psychology qualification or equivalent
- Completion of an appropriate clinical supervision course to enable supervision of trainees (or completion within 12 months of commencement in post)

### Experience required

- Experience of working with people from across the life span with a range of mental health issues and cognitive profiles.
- Experience across a range of psychological models including systemic, behavioural and individual therapeutic
- Demonstrable post registration/clinical experience and competency relevant to this care group.

- Experience of contributing to clinical practice/service development / project work.
- Experience of supervising assistant and trainee clinical psychologists
- Demonstrable interest/skill in a relevant specialist area.
- For roles in Learning Disabilities candidates should demonstrate experience of working with people with learning disabilities within a positive behaviour support framework

**Suitable for someone who** is interested in and passionate about providing high quality leadership and psychological support to people using our service and their carers.

## **Key Responsibilities**

- To be professionally and legally responsible and accountable for all aspects of clinical work and care. To maintain high standards of care in all areas of practice in accordance with the HCPC Code of Conduct, professional guidelines and Trust Policies and Procedures. To act within the Mental Health Act and Mental Capacity Act (2005). To be aware of and implement Safeguarding Adult and Child Protection Policies, Procedures and legislation.
- To carry out comprehensive psychological and cognitive assessments and formulation, plan implement and evaluate delivery of psychology interventions and consultations to support people with specific and complex needs.
- To actively involve people in developing and agreeing their own care plan, to act as an advocate and ensure that there is proper regard for their dignity, choice, self-esteem, racial, cultural, sexual and religious needs and preferences.
- To work creatively to adapt verbal and written communication to meet the needs of people who use our services
- To undertake comprehensive risk assessments and develop effective risk management plans for people with complex needs.
- To establish and maintain effective partnerships and relationships with colleagues, other agencies, people who use services and their carers and support staff.
- To conduct and lead on clinical audit, quality assurance and research, maintaining current knowledge of research findings and development within specific care group
- To develop and provide a range of specialist teaching/training packages which can be delivered to a range of multi-disciplinary audiences.
- To positively contribute to divisional and team developments in relation to all aspects of psychology practice.
- To lead on the supervision and Individual Performance Review/Appraisal of assistant psychologists as required.
- To contribute to the development and implementation of appropriate policies, protocols and care pathways.
- To contribute to initiatives to ensure that the diverse needs of people within the care group are addressed within local services and future developments.

- To act as practice assessor/supervisor/teacher in teaching, facilitating and supporting pre registration students and junior personnel and to participate in the audit of educational placements.
- To research national best practice and enable services to benchmark practice against nationally recognised standards - in partnership with people who use our services and their carers.
- Assist in appropriate staff recruitment and induction and contribute to the wider strategic plans regarding psychology recruitment.

#### **Additional Responsibilities People with Learning Disabilities (PLD)**

- To practice within a Positive Behaviour Support and trauma informed care framework.
- To contribute to the development, implementation and monitoring of interventions driven by government initiatives e.g. Transforming Care, LD Mortality review to promote positive health gains for clients.
- Conducting neuropsychological assessments and using the information to contribute to diagnosis and packages of care

#### **Additional Responsibilities Working Age Adults (WAA)**

- To practice within a Positive Behaviour Support and trauma informed care framework

#### **Additional Responsibilities Older Adults Mental Health Services (OPMH)**

- To practice within a Positive Behaviour Support and trauma informed care framework
- Conducting neuropsychological assessments and using the information to contribute to diagnosis and packages of care

