

## JOB DESCRIPTION

For HR use only  
Job Reference number: ST&T 1005

**Job Title:** Specialist Clinical Psychologist

**Reports to (post title):** Principal Clinical Psychologist

**Evaluated Banding:** 8a

**Role Purpose:**

To work as a Specialist Clinical Psychologist and part of the Nottingham Centre for Transgender Health (NCTH) to support patients in line with the NHS England national service specification.

The role requires the post holder to undertake both psychological assessments and intervention for transgender individuals.

The post holder will be part of the team providing a clinical psychology service to patients and, on occasions their families, including direct and indirect clinical work, supervision and training of others, clinically relevant research/audit and specific roles that support the Principal Clinical Psychologist, Consultant Clinical Psychologist and Clinical Lead for Psychology and Psychotherapy, NCTH Clinical Lead, Transgender Health Clinical Director and Service Manager in developing the service.

**Role Context:**

The Nottingham Centre for Transgender Healthcare (NCTH) is a national service of 7 National NHS England commissioned clinics that patients can access from across the country. There is a significant and long wait time from referral to first assessment. NCTH have worked with NHS England on a number of pilot projects to reduce wait times.

The post holder will be a member of the multi-disciplinary service, working with Consultant Clinical Psychologist, Clinical Psychologists, Assistant Psychologist, Psychotherapists, Consultant Psychiatrists, General Practitioners, Consultant Nurse, Clinical Nurse Specialists and Speech and Language Therapists.

This post requires the ability to work with people using a variety of communication methods, and a wide range of psychological and other needs.

The post will involve completing psychological assessments for therapeutic intervention. The post will also involve consultation with the wider MDT re formulations regarding gender and maintaining appropriate structures for discussing cases in a psychologically minded way. Liaison with a broad range of other disciplines and agencies, including General Practice, other transgender services and providers will be a key aspect of this post.

The post holder works autonomously within professional guidelines and the overall framework of the service's policies and procedures.

Key Accountabilities	Performance Measures
<p>Working Practice</p> <ul style="list-style-type: none"> <li>• To plan and provide specialist psychological assessments and interventions as described in the patient care section below.</li> <li>• To provide specialist psychological advice, guidance, consultation, training and supervision to other professionals, and to assistant psychologists and trainee clinical psychologists.</li> <li>• To accept responsibility for maintaining a safe working environment for all staff and patients.</li> <li>• To exercise autonomous professional responsibility for the psychological assessment and psychological intervention and discharge of individuals.</li> <li>• To provide specialist psychological advice and consultation to other professionals contributing directly to patient's formulation and intervention plan. This would include the dissemination of psychology research and theory.</li> <li>• To carry out other tasks as requested by the Principal Clinical Psychologist, Consultant Clinical Psychology and Clinical Lead for Psychology and Psychotherapy or Clinical Director.</li> </ul>	<ul style="list-style-type: none"> <li>Reports and clinical record keeping</li> <li>Activity statistics</li> <li>Patient outcome measures, including service satisfaction</li> <li>Supervision and appraisal</li> <li>Regular attendance at team meetings</li> <li>Feedback is sought from those participating in training and consultation and this is used to further develop own skill and delivery</li> <li>Positive relationships with allied professionals</li> <li>Joint working when clinically indicated</li> </ul>
Dimensions	
<ul style="list-style-type: none"> <li>• Provision and planning of psychological assessment and intervention for individuals diagnosed with gender incongruence.</li> <li>• Direct work with patients and their families</li> <li>• Consultative work with MDT</li> </ul>	

<b>Safeguarding</b>
All employees are responsible for taking all reasonable measures to ensure that the risks of harm to children and vulnerable adults are 3ndividua. They should take all appropriate actions to address concerns, working to agreed local policies and procedures including the guidance on Safeguarding, in partnership with other relevant agencies. This includes accessing appropriate training, advice and support.
<b>Disclosure and Barring Services</b>
Where this post relates to the types of work, activity, employment or profession as set out in The Exceptions Order made under the Rehabilitation of Offender Act 1974; the post will be subject to a DBS Disclosure check at the point of recruitment and thereafter, as the Trust determines appropriate. The level of the check will be determined by the type of activities undertaken and the level of contact the post holder will have with children and/or adults in receipt of health services.
<b>Infection Control</b>
All employees of Nottinghamshire Healthcare NHS Foundation Trust have an individual responsibility to have knowledge of and employ the basic principles of infection prevention and control practice. All employees must comply with Infection Prevention and control mandatory training requirements specific to their role.
<b>Equality &amp; Diversity</b>
All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation.
<b>Sustainability</b>
It is the responsibility of all staff to 3ndividu the Trust's environmental impact wherever possible. This will include recycling, switching off lights, computers, monitors and equipment when not in use. Helping to reduce paper waste by 3ndividual printing/copying and reducing water usage, reporting faults and heating/cooling concerns promptly and 3ndividual travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.
<b>Data Quality Statement</b>
All staff of Nottinghamshire Healthcare NHS Foundation Trust have a responsibility for data quality, improved data quality leads to better decision-making across the Trust. The more high-quality data, the more confidence the 3ndividualiz has in decisions. Good data decreases risk and can result in consistent improvements in results. Employees within data roles have a responsibility for inputting high quality data (accurate, valid, timely, complete) and for ensuring that high quality data is maintained.
<b>Communication</b>
The post holder will communicate in a skilled and sensitive manner information concerning the assessment, formulation and treatment plans of patients under their care.
They will communicate effectively, orally and in writing, this highly technical, highly complex and clinically sensitive information to professional colleagues both within and outside the NHS.
They will communicate the same type of information to patients, and their carers both paid and unpaid, in often highly emotional and stressful interactions, which may include hostility, antagonism or other distress.
They will communicate effectively with MDT colleagues, and act as a positive contributor to the

collaborative work of the team.

### **Knowledge, Training and Experience**

- A clinical psychologist qualified to Doctoral level
- Working knowledge of transgender healthcare issues
- Experience of working as a qualified clinical psychologist
- Broad experience including clinical work with people with neurodevelopmental, and/or intellectual disability
- Skills in the use of complex methods of psychological assessment, formulation and intervention
- Experienced in the assessment and management of risk (to others and to self)
- Skills in providing consultation to other professional and non-professional groups
- Knowledge of legislation in relation to the patient group and mental health
- Evidence of continuing professional development as recommended by the HCPC
- Further training in supervision of other psychologists, and specialist training in the clinical area
- Ability to negotiate workload and motivate trainees, assistants and administrative staff

### **Analytical and Judgement Skills**

The post holder will provide specialist psychological assessments of patients 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 patients, family members and others involved in the patient's care.

The post holder will evaluate and make decisions about treatment options, considering both theoretical and therapeutic models, and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group. They will monitor and evaluate progress during the course of both individual and multi-disciplinary care

The post holder will report on their assessment and/or treatment in situations where their professional opinion may be contentious.

### **Planning and Organisational Skills**

The post holder will be required to 5ndividu complex activities, and where required there is a need to allocate and re-allocate tasks.

Use appropriate time-management skills to manage caseload, meet required activity levels and deadlines concerning reports and progress notes, and fulfil mandatory training requirements.

### **Physical Skills**

- Ability to drive
- Effective skills in word-processing and other clinically relevant computer software
- Use of psychometric test equipment

### **Responsibility for Patient/Patient Care**

The post holder will provide highly 5ndividuali advice concerning the psychological assessment, care and psychological interventions of individuals with gender incongruence.

- Undertaking the role of Clinical Psychologist and hold a caseload to develop 5ndividualized care pathways, with patient involvement, whilst providing expert advice and guidance in relation to transgender healthcare.
- Liaising with and referring to other professionals, as appropriate within and outside of the clinic to ensure effective care and treatment for patients attending the clinic.

- Formulating and implementing plans for the formal psychological treatment and/or management of a patient's psychological problems, drawing on a range of psychological models, employed individually and in synthesis, adjusting and refining psychological formulations, drawing upon different explanatory models and maintaining a number

of provisional hypotheses. This will employ a range of modalities (individual, family and group including service network). It will also be adapted and tailored to the needs of the individual and the context and informed by ongoing evaluation of the effects of the intervention. Also evaluating and making decisions about treatment options, considering both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.

- Providing specialist psychological advice, guidance and consultation to other professionals, to facilitate the effective and appropriate provision of psychological care, including formulation and intervention, by all members of the treatment team. Ensuring that all members of the treating team have access to a psychologically based framework, and dissemination of psychological research and theory, to support understanding and care of the patients of the service.

### **Responsibility for Policy/Service Development**

The post-holder will work within the framework of policies and procedures of the Trust and national policies and guidance, being guided by them, but will establish their interpretation in specific situations

They may propose changes to practices and procedures for their area of work, or for the wider service

They will exercise responsibility for the systematic governance of psychological practice within the service.

#### **Responsibility for Financial and Physical Resources**

The post holder will exercise their personal duty of care in relation to the equipment and resources of the service.

#### **Responsibility for HR**

The post holder will carry out the day-to-day supervision of assistant psychologist and/or trainees, and ensure they comply with policies and procedures of the service.

They will participate as appropriate in staff recruitment, both in the short-listing process and as a member of interview panels for service team members.

They will provide clinical placements for doctoral trainee clinical psychologists, ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to good care and contribute to the assessment and evaluation of such competencies.

They will provide specialist training in their area of expertise and provide pre- and post-qualification teaching of clinical psychologists and other professionals as appropriate.

#### **Responsibility for Information Resources**

The post holder will maintain and promote the highest standards of clinical and managerial 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 Health Care Professions Council and Trust policies and procedures.

#### **Responsibility for Research and Development**

To undertake and advise on research and evaluations within the specialty including collaboration with colleagues in other specialities and disciplines as appropriate.

#### **Freedom to Act**

The post holder will exercise autonomous professional responsibility for the psychological assessment, treatment and discharge of patients in the service, and for the development of the service. They will be accountable for their own actions and their interpretation of local and national policies.

#### **Physical Effort**

Physical stillness is a prerequisite of most psychological work, which commonly entails working in physically restricted positions for long periods, both for patient therapy sessions and for extended report writing.

**Mental Effort**

Frequent intense concentration and the ability to keep multiple perspectives in mind is required both in clinical interactions and in complex report writing.

**Emotional Effort**

The post holder will be required to deal with frequent highly distressing situations such as therapeutic work with histories of abuse or family breakdown, and complex distress, severe challenging behaviour and distressed staff and carers as well as patients.

**Working Conditions**

The post-holder will observe, and sometimes experience, aggressive behaviour from patients or carers, and frequently deal with emotional distress as described under emotional effort above.

**Organisation Chart****Signatures**

Please sign to confirm agreement

Post holder:

Date:

Line Manager:

Date:

## EMPLOYEE SPECIFICATION FOR THE POST OF CLINICAL PSYCHOLOGIST

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation

Attribute	Essential	Weight	Desirable	Weight	How Identified
Physical Requirements	Able to sit still for long periods in clinical settings or for report writing, however reasonable adjustments will be made for disabled individuals in line with the Equality Act 2010.	2			Application form, interview
Qualifications -  Academic / Craft / Professional	Psychology degree or equivalent, conferring GBC status  Doctoral level qualification in Clinical Psychology (or the equivalent for those trained prior to 1996) conferring HCPC status & as accredited by the BPS	3	PGCert or PGDip in Gender Identity Medicine  Further training in additional psychological therapy models	2	Degree certificate;  application form.
Training	Psychology degree or equivalent, conferring GBC status  Doctoral level qualification in Clinical Psychology (or the equivalence for those trained prior to 1996) conferring HCPC status & as accredited by the BPS  Further post qualification training in supervision	2	Further training in relevant specific assessment methods and/or therapeutic interventions  Experience of providing supervision to others	1	Application form, interview
Experience	Of working psychologically with gender diverse people and of interventions with individuals and care systems, not specifically in a gender clinic.  Service evaluation	2  2	Publication in peer-reviewed research journals.	1	Application form, interview

Knowledge	Broad understanding of theories and interventions relevant to gender diverse adults and transgender healthcare.	2	Critical awareness of current themes in transgender healthcare policy and research	1	
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	<p>Understanding of the underlying principles of management and treatment in transgender healthcare, including their international frameworks (WPATH SOC 8)</p> <p>Doctoral level knowledge of research design and methodology</p>	<p>2</p> <p>2</p>	<p>Knowledge of the principle models of care in transgender healthcare.</p> <p>Experience in providing transgender healthcare, including psychological assessment, recommendations for gender affirming treatment and psychological therapies.</p>	<p>1</p> <p>1</p>	
Equality & Diversity	Be able to demonstrate an understanding of and commitment to the Trust's Equality and Diversity principles relevant to the post and practice in a gender affirming manner in line with WPATH SOC 8.	2			
Skills	<p>Formulation of sources of psychological distress in gender diverse people; therapeutic interventions and presentation skills.</p> <p>Excellent written English</p> <p>Communication of complex and information to a wide range of audiences</p> <p>Able to engage constructively in sometimes challenging circumstances.</p> <p>Good interpersonal skills to facilitate communicate with</p>	<p>3</p> <p>3</p> <p>3</p> <p>3</p> <p>3</p>	<p>Supervision and motivation of staff</p> <p>Teaching and training skills</p>	<p>2</p> <p>2</p>	<p>Application; References; interview</p>

	colleagues and other service providers.				
	Skills in providing consultation to other non-psychology colleagues and teaching and training skills	3			
	Ability to work positively and constructively in a multi-disciplinary team	3			
	Consultation skills.	3			
	Ability to reflect on practice and on ethics	3			
	Effective skills in word-processing and other clinically relevant computer software	3			
	Use of psychometric test equipment	3			
Contractual Requirements	A full UK driving licence and vehicle for business use is required for this post; however reasonable adjustments will be made for disabled individuals in line with the Equality Act 2010.  HCPC registration	2			

**PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT**