

JOB DESCRIPTION

Oxford Health NHS FT

Job Title: Clinical/Counselling/Forensic Psychologist

Band: Band 8A - Highly Specialist Clinical Psychologist

Responsible to: Stephanie Hunter, Clinical Lead for the Thames Valley Offender Personality Disorder Pathway (OPDP)

Responsible for: Assistant and/or Trainee Clinical or Forensic Psychologists in OPD or IIRMS (Intensive Intervention & Risk Management Service)

Accountable to: Jason Jones, Professional Lead for Psychology and Psychological Therapy

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JOB PURPOSE

To provide expert screening, case identification, case consultation, formulation and joint working to men and women detained in the Thames Valley Offender Personality Disorder Service. To lead on the implementation of the core aims and tasks of the Offender Personality Disorder Pathway within the local Probation Service offices. As a registered clinical/counselling/forensic psychologist, provide a highly specialist, multilevel service that is cost-effective, culturally appropriate and based on best clinical and professional practice and that meets Trust and service objectives, national strategic, and policy guidelines, commissioner requirements and user and carer needs and expectations. To thereby help understand, prevent, and ameliorate psychological distress and disorder and improve the psychological and mental health and well-being of users of the forensic service.

MAIN DUTIES AND RESPONSIBILITIES

1. Provides direct consultation services to offender managers/probation practitioners/probation officers working within the Probation Service in the Thames Valley Region as part of the Offender Personality Disorder Pathway. Facilitates the dissemination of effective evidence informed psychological knowledge and practice within the team and service by supporting psychologically informed protocols, guidelines and procedures implemented by other members of the services.
2. Provides teaching/training sessions in psychological principles and practice for offender managers and other staff within the Probation Service.
3. Provides reflective practice and/or team formulation spaces for Probation offices and Approved Premises, based on local need.
4. Supervises qualified and unqualified psychologists as delegated by line manager.
5. For those interested, there is the opportunity to hold a small caseload of clients offering psychological therapy, as part of an Enhanced Intensive Intervention and Risk Management Service (IIRMS) model.
6. Provides supervision and 'liaison-consultation' services to enable and support client related work undertaken by forensic psychologists, prison officers, nurses, and offender managers and other psychology staff working within the OPD pathway.
7. Participates in supervision, personal appraisal and continuing professional development activities as agreed with psychology manager, including general training required in accordance with the policies and procedures of the Trust.

Key Communications and Working Relationships

Liaises with offender managers, qualified psychologists, and assistant practitioners within the service and across the Trust, members of other disciplines and professions responsible for the provision and evaluation of clinical care, research workers, first line operational managers and clinical team leaders, referral agencies, affiliated organisations, academic/educational and research departments, service users, carers, and others as relevant to this post.

Working Environment

The post holder will work with specialist offender managers and staff who work with men and women who have experienced complex trauma presenting within the probation service, both within Approved Premises and within Probation Service Offices. The primary role will be working with the staff in these environments, but there will be the opportunity for specialist risk assessment and long-term intervention directly with the client (as part of the Enhanced IIRMS model). The clients have histories of serious risk behaviour and offences, meeting criteria for the Offender Personality Disorder Pathway. Their presentations may involve overlapping conditions and multiple needs and are sometimes complicated by organic dysfunction. During their work, the post holder will encounter a range of presenting problems, including personality difficulties, self-harm, challenging behaviour, substance misuse, complex emotional difficulties, PTSD, violence, sexual violence, cognitive deficits (including impairments of intellectual, memory and executive function), interpersonal problems and social disabilities. Histories of risk, antisocial and offending behaviour are typical, and several clients present a risk of serious aggression and violence or self-injury. Many clients will have difficulties arising from physical, sexual, and emotional abuse. Clients are subject to licence conditions within the Criminal Justice System. Motivation and engagement is commonly poor and the client's understanding of their presentation is often constrained by psychological, cognitive, linguistic or other factors. The post holder will also work with the client's support networks, including care staff and family members.

The post holder may, on occasion, be required to travel between sites within the Trust's service area, elsewhere in the Region or nationally (to attend professional meetings and training events). The transport of psychological test materials, audio-visual and IT equipment may be required. They will be required to deliver training and other events held at Approved Premises, run by the Thames Valley Probation Service. The post holder will likely be required to work remotely for some of their working days.

The post holder is likely to encounter unpleasant working conditions (e.g. verbal abuse/threats) on a frequent basis and may have some exposure to physical aggression. The post holder is likely to be exposed to highly distressing or highly emotional circumstances on a frequent basis (working with clients who are emotionally demanding/behaviourally challenging, with cases of abuse or self-harm) and may occasionally witness/have to deal with highly distressing incidents of violence or self-harm. When working within Approved Premises and Probation Offices the post holder may encounter, and be required, to address challenging team dynamics and conflicting professional perspectives.

Duties and Responsibilities in more detail

The post holder may be required to undertake any of the duties specified in the key result areas noted below. The relative priority and time allocated to each of the duties/key result areas will be determined by reference to service needs and may vary in the light of prevailing service priorities and requirements.

Clinical/Forensic Psychological Practice:

1. Identify and screen high risk personality disordered offenders with the Offender Managers, using the OASys screening system to ensure that all offenders who meet the criteria are identified and selected for inclusion in this pathway.
2. Develop training and supervision packages to enable workforce development within the Probation Service, working collaboratively with all offender managers involved in the delivery of care to this high risk, challenging and vulnerable group.

3. Develop and deliver case formulations with specialist and other offender managers to enable the workforce to achieve high levels of skills and competence in working with this client group.
4. Offer specialist case management to all personnel involved in the assessment and care of high-risk offenders identified as having personality disorder.
5. In only highly complex cases, conduct highly specialist psychological assessments, assessing personality, beliefs, attitudes, behaviour, emotional function, and other relevant psychological characteristics and dimensions and factors relevant to the development, maintenance and understanding of the client's difficulties as appropriate, using standardised psychometric instruments, protocol based assessment tools, self-report measures, rating scales, direct and indirect structured observations and structured and semi-structured interviews as required. Utilises assessment techniques directly with clients and collects information from family members and others involved in the client's care as appropriate. For those interested, there is the opportunity to hold a small caseload of clients offering psychological therapy, as part of an Enhanced Intensive Intervention and Risk Management Service (IIRMS) model.
6. Scores, collates, analyses, interprets, and reports findings of psychological assessments undertaken with clients and others, integrating complex data from multiple sources (obtained using a variety of measures and techniques and collected from a variety of sources) within an appropriate interpretational framework.
7. Develops complex formulations of the client's difficulties, drawing upon the findings of psychological assessments, relevant aspects of the case history and relevant psychological models, concepts, and theory.
8. Develops and implements complex plans for the formal psychological treatment and/or management of the client's presenting problems, that are based upon highly specialist knowledge and an appropriate conceptual framework, that employ psychological procedures and practices having an evidence base for their efficacy and/or an established theoretical basis for their use and that are provided across the full range of care settings.
9. Maintains a case load of clients for therapy, the size of which is determined in the light of service needs and objectives and delivers psychological treatments and therapeutic/management interventions to fidelity, protocol guidelines or appropriate professional standards, for individual clients, couples and for families. In providing formal therapy and other psychological interventions i) evaluates and identifies appropriate treatment/intervention options in the light of specialist theoretical and therapeutic models, the findings of assessment and the complex historical and developmental factors that have shaped the individual client and their family, the problem formulation, the evidence base and user characteristics and preferences; ii) employs a range of psychological approaches and techniques individually and in combination as appropriate; and iii) monitors and evaluates clinical progress and reviews and revises the psychological formulation and treatment plan in the light of treatment progress and by reference to differing explanatory models and alternative/reformulated hypotheses.
10. Plans, develops, co-ordinates and delivers therapeutic groups as appropriate, including for example group approaches to the management of stress, anxiety and depression and the enhancement of self-esteem and social skills, psycho-educational group approaches to the understanding and self-management of symptoms and problems, and other protocol based or semi structured group interventions. Acts as therapist or co-therapist (with other qualified psychologists, Assistant Practitioners, or other designated clinicians) as appropriate.

11. Together with other team members as appropriate, provides support and advice to the families and natural carers of people with mental health and psychological problems referred to the team/service area, offering behavioural family therapy or systemic family therapy where appropriate and supporting and enabling the delivery of intervention programmes by relatives/carers as appropriate.
12. Undertakes risk assessments from a psychological perspective and provides psychologically based programmes of risk management for individual clients and provides advice to other professions on psychological aspects of risk assessment and management.
13. In completing clinical duties, exercises autonomous professional responsibility for the psychological assessment and treatment, and discharge from psychological care, of referred clients and other clients whose problems are managed by psychologically based care plans.
14. When completing clinical duties, receives, obtains, and communicates highly complicated, extremely sensitive and highly contentious assessment, formulation and treatment related clinical and personal information, sometimes in emotionally charged, hostile or otherwise challenging circumstances, where there may be constraints on the engagement, motivation, cooperation, acceptance, tolerance or understanding of the service users involved or their families.
15. Attends and contributes to appropriate multi-disciplinary assessment meetings, case conferences, reviews, etc, providing specialist psychological advice and guidance in relation to problem formulation, diagnosis, treatment and individual care planning and other clinical matters as necessary and providing a psychological perspective or psychological information as required.
16. Directly and indirectly promotes and supports a psychologically informed and evidence-based approach to the understanding and management of the problems and needs of all clients across all settings within the service area covered.
17. Undertakes, if appropriate and agreed with psychology line manager, evidence informed project work in respect of a special clinical need, clinical group, or clinical problem of relevance to the MDT and service as a whole. In this respect identifies the scale of local need in relation to the clinical problem in question, collaborates with colleagues in planning relevant psychological interventions and solutions and to assist in service dissemination and the maintenance of quality standards via the development of protocols, training, and networking.

Teaching, training, supervisory, consultative/advisory

1. Identifies learning needs based on team and service priorities and delivers in-service training workshops, seminars, and lectures on psychological topics for members of the Probation Service or other professionals within the Trust. As required, plans and organises lectures and workshops, prepares teaching content, materials (including handouts) and aids (including computer assisted), directly provides presentations and evaluates teaching initiatives using appropriate measures.
2. As appropriate, provides occasional presentations on relevant areas of work, relevant clinical or research topics, external training events attended, etc, to members of the Trust Psychology Service and wider OPD network.
3. As appropriate, contributes with other members of the Trust Psychology Service to the local doctoral course in Clinical Psychology and to other University based professional training courses in clinical psychology, counselling psychology and forensic psychology.
4. Provides professional and clinical supervision to qualified and unqualified Clinical and/or Forensic Psychology Practitioners graduate volunteers and undergraduates on attachment from the University of Oxford and elsewhere as agreed with line manager.

5. Provides highly specialist psychological advice, consultancy, guidance and where appropriate supervision to other members of the Probation Service (e.g. offender supervisors) who are involved in client assessment and who provide direct intervention in individual cases and with groups of clients. Supports and enables the development of other members of the MDT in the appropriate identification and use of psychologically informed assessment methodologies and treatment interventions as part of a client's agreed care plan and as appropriate designs programmes of assessment and intervention for implementation by others. As appropriate, works jointly with other team members in the provision of individual and group-based programmes.
6. Provides advice, consultation and training to staff working with the client group to enable team members to incorporate informed psychological practice within their day-to-day work with clients. In this respect, supports other members of the Probation Service/MDT by the development of 'shared formulations' of the clients' presentation and needs, and advises on psychologically based assessment and intervention techniques that might at a systems level be incorporated within the Team's operational policy.

Policy, Service Development, Service/Resource Management, Recruitment and Professional Leadership

1. Contributes to the development, evaluation, and monitoring of the OPD operational policies and services, by attendance at meetings at which service developments are planned and discussed and through the deployment of professional skills in research, service evaluation and audit.
2. Contributes to service development initiatives and to the design, implementation and evaluation of service development and governance projects within the psychology service or OPDP.
3. Implements new or revised psychology policies or procedures in own area of work and proposes changes and developments in local psychology practices and procedures as appropriate.
4. Draws the attention of professional line manager and other service managers to unmet needs and shortfalls in the availability of psychological services, offers suggestions about service initiatives and developments and advises managers on other aspects of the service where psychological and/or organisational matters require attention.
5. Supports psychology line manager in the co-ordination and day-to-day management of the workloads of Assistant Practitioners and provides professional and clinical supervision to Assistants Psychologists, as required.
6. Is involved, as appropriate, in the short listing and interviewing of Assistant Practitioner grade and graduate psychologists.
7. Responsible for careful and responsible use, transport and storage of material resources as allocated (including test materials and equipment, books, stationery and IT equipment).
8. Draws to the attention of the psychology manager shortfalls in the material resources necessary to fulfil the post-holder's expected professional functions or the objectives of the psychology service of which they are part, including test materials, books, and relevant equipment.

Research and Service Evaluation

1. Draws upon evidence-based treatment literature, other relevant clinical and experimental research findings and established theoretical models to support evidence based best practice when working directly with clients and their families and when working with and through other members of the MDT.
2. Regularly undertakes R&D activity of benefit to the Team and service, including where appropriate work evaluating current psychological practice, work related to the development of

innovative psychological assessment and intervention procedures and work related to the better care of people within existing care systems. Designs, implements, and evaluates research and projects as agreed.

3. Undertakes project management within the Team/service as required, including complex audit and service evaluation with MDT colleagues that enhances the Team's service provision.
4. Where appropriate, advises team colleagues on matters related to experimental design and methodology and collaborates in research programmes organised by others within the Trust.
5. As appropriate, co-ordinates and supervises the work of Assistant Practitioners and psychology students undertaking research on a delegated basis.
6. Participates in such systems of clinical audit, quality assurance and governance review as may be agreed in respect of psychology services.
7. Contributes to the development and implementation of governance initiatives and quality assurance systems for use by the Probation Service or Forensic Service as a whole, including for example the development of systems for assessing outcomes, for evaluating user satisfaction with services received etc. In this respect, undertakes specific project management in accordance with agreed work plan.
8. Analyses data and produces audit and research reports, using advanced statistical procedures and advanced IT skills. Uses complex statistical software (e.g. SPSS) and other information technology and software (including word processing, spreadsheet, and databases) as appropriate.
9. Keeps adequate records of service operation in accordance with agreed Team/Clinical Psychology Service/Trust information systems and ensures the security of confidential data.
10. Collates and submits information to the Professional Lead for Psychology and Psychological Therapies to assist in the preparation of annual reports on the psychology service provided to Team and Directorate.

Information Technology responsibilities

1. Uses information technology to record client contact information (including the Probation Service offender data system and Trust's patient data information system), to complete data display and analysis, to prepare teaching and training materials and deliver presentations, to prepare reports (including written, graphical and visual material) and to communicate via e-mail. Uses word processing, spreadsheet, data base, statistical, presentational, and desk top publishing software and software for the scoring and interpretation of psychometric and neuropsychological tests.

Professional Development and Practice

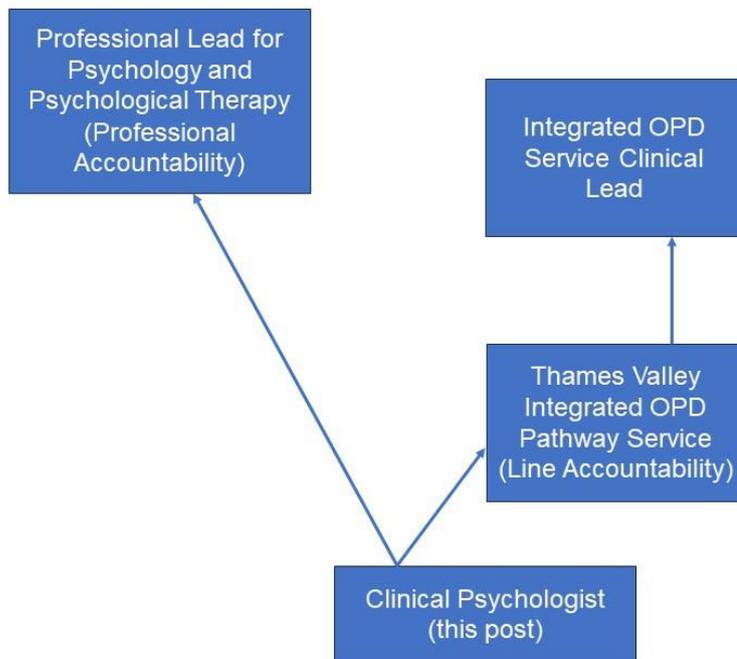
1. Observes professional codes of practice of the Health Care Professionals Council, Trust policies and procedures and terms and conditions of employment.
2. Responsible for working within limits appropriate to qualifications, competence and experience and for professional self-governance in accordance with professional codes of practice and Trust policies and procedures.
3. In common with all applied psychologists, receives regular clinical and professional supervision from an appropriately experienced Chartered Clinical or Forensic Psychologist (and if appropriate other senior professional colleagues), in accordance with the HCPC Standards of Conduct, BPS Code of Conduct, DCP/DFP professional practice guidelines and Trust Psychology Service policy.
4. Participates in annual personal development/appraisal reviews with the psychology line manager.

5. Completes Trust mandatory training course covering physical restraint, de-escalation, and breakaway techniques etc.
6. In accordance with HCPC Guidelines for CPD, undertakes such programmes of internal and external CPD, personal development and training as may be agreed with the post-holder's professional manager at the beginning of the appointment and at subsequent appraisal reviews, ensuring thereby that the post-holder develops and maintains the highest professional standards of practice when fulfilling their duties and responsibilities and that they contribute to the development and articulation of best practice in psychology across the service.
7. Maintains active engagement with current developments in the field of clinical psychology and related disciplines, gains wider experience of professional psychological practice, continues to develop skills of a reflexive and reflective scientist practitioner and further develops skills and competencies that assist in the performance of current duties and prepare for future duties and responsibilities, through attendance at training events, attendance at special interest groups and relevant clinical forums, reading relevant research and practice literature, visits to other service settings, etc, as well as through regular professional supervision and appraisal.
8. Develops further skills in the area of professional post-graduate teaching and training.
9. Maintains the highest standards of clinical record keeping (including electronic data entry) and report writing in accordance with professional codes of practice and Trust policies and procedures.
10. Attends and contributes to Psychology Department Meetings and such other service or Trust wide psychology service meetings as may be organised.
11. Advises psychologists to whom post-holder is managerially and professionally accountable of any changes in their circumstances that might jeopardise their fitness to practice or their compliance with the HCPC Code of Conduct.
12. Advises officers to whom they are accountable if post holder believes they have been allocated responsibilities that exceed their level of competence or experience, if they have been allocated a workload, they consider unreasonably excessive, if they identify CPD needs relevant to duties they are asked to undertake, or if they otherwise require support.
13. Notifies professional lead and/or the Trust Director of Psychology Services should post-holder believe that another psychologist's fitness to practice, or adherence to the Society's Code of Conduct, has been compromised or breached.

Other

1. To maintain up to date knowledge of legislation and national and local policies and guidance in relation to both the specific client group with whom the post holder works and general mental and psychological health issues and maintains knowledge of Trust policies and procedures that are relevant to the post-holders' roles and responsibilities.
2. Provides activity data as required as part of relevant service reviews.
3. Undertakes specific administrative duties as required.
4. Performs other duties of a similar kind appropriate to the grade, which may be required from time to time by the line manager or Professional Lead for Psychology and Psychological Therapy.

STRUCTURE CHART



CODE OF CONDUCT

All staff are required to work in accordance with their professional group's code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

In addition to undertaking the duties as outlined above, the post-holder will be expected to fully adhere to the following:

Personal Development

- To actively participate in an annual performance review (appraisal) and the development and implementation of a personal development plan.
- To take responsibility for their own professional development ensuring professional standards are maintained and statutory and mandatory training is in date.
- To attend any training as requested.

Code of Conduct

- To adhere to the Professional Code of Conduct relating to your profession (if applicable).
- To uphold the principles and values set out in the NHS Code of Conduct for Managers.

- To support the organisation in developing an effective work/life balance for employees that meets the needs of the organisation.
- To ensure that the health and wellbeing of patients is at the centre of all activities and that all staff engage and communicate with patients as appropriate.
- To always promote quality and safety of patients, visitors and staff thus enabling the Trust to meet its regulation requirements (Care Quality Commission Registration – Regulations and Outcomes) that relate most directly to patients and also strive for continuous quality improvement.

Equal Opportunities/Diversity

- To observe Oxford Health NHS Foundation Trust's Equal Opportunities Policy providing equality of treatment and opportunity to employees, service users and service providers irrespective of sex, sexuality, age, marital status, ethnic origin or disability.

Health & Safety

- To take responsibility for the health & safety of themselves and other persons who may be affected by their omissions or actions at work.
- To promote the Trust's Health and Safety Policy and ensure matters are managed in accordance with it.
- To co-operate with the Trust to ensure that statutory and departmental regulations are adhered to.
- Report accidents, incidents and near misses, implementing corrective action where necessary.

Infection Control

- To comply with Trust policies for infection control and hand hygiene such as hand hygiene, decontamination Policy, uniform and workwear code and standard precautions Policy to reduce the spread of healthcare-associated infections (HAIs).
- Employees with clinical responsibilities must incorporate into their clinical activities up to date evidence that supports safe infection control practices and procedures, such as the use of aseptic techniques and the safe disposal of sharps.

Confidentiality and Data Security

- To comply fully with the duties and responsibilities outlined in the Trust's Information Governance Policy.
- To comply with the Data Protection Act 2018 and General Data Protection Regulations (GDPR), National Data Security Standards and any professional code of practice on Confidentiality and Data Protection as accepted by the Trust. Departmental codes of practice and procedures for confidentiality are available from the head of department.
- To ensure that all information collected, stored and used is done so in compliance with the above Act and any relevant Trust Policy.
- To preserve the confidentiality of any information regarding patients, staff records in your area (in connection with their employment) and the Trust business. This obligation shall continue in perpetuity.
- To raise any matters of concern with your Manager/Director

Safeguarding

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.

- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

Other

- To be aware of and work in line with all Trust policies and procedures.
- To carry out any other tasks as reasonably directed.

PERSON SPECIFICATION

Highly Specialist Clinical Psychologist, Band 8A

	ESSENTIAL	DESIRABLE	HOW TESTED
Training and qualifications	<p>The Graduate Basis for Registration (further to completion of an honours degree in psychology accredited by the British Psychological Society, or, in the case of courses that are not accredited or where the first degree is not in psychology, by completion of the Society's Qualifying examination, or completion of a Society accredited Conversion Course).</p> <p>Satisfactory completion of a British Psychological Society accredited Doctoral Level postgraduate professional training course in clinical or forensic psychology.</p> <p>Must be registered as a Practitioner Psychologist with the HCPC.</p> <p>OR</p> <p>Satisfactory completion of British Psychological Society Accredited Masters or Doctoral level professional level training course in other Divisions of the BPS, where the individual can demonstrate satisfactory competence and experience, equivalent to that provided by a Clinical Psychologist with experience of working in forensic settings. Must be registered as a Practitioner Psychologist with the HCPC.</p> <p><i>(Candidates for Clinical Psychology posts who possess a qualification in clinical psychology obtained overseas, that does not fully meet UK training requirements; ii) are seeking lateral transfer from another branch of applied psychology; or iii) hold a research degree in a</i></p>	<p>Pre-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology.</p> <p>Post graduate qualification in Forensic Psychology, and or eligible for chartering in Forensic Psychology.</p> <p>Post qualification training in specialist area of clinical work, relevant to a forensic population.</p>	<p>Evidence of examination results and professional qualifications.</p> <p>C.V. CPD log Interview Statement of Equivalence</p>

	<p><i>clinical subject, must provide evidence that they have obtained a Statement of Equivalence in Clinical Psychology awarded by the BPS Committee for the Scrutiny of Individual Clinical Qualifications (CSICQ), further to the satisfactory completion of such additional training as is required by the CSICQ).</i></p> <p><i>Chartered Psychologist without Clinical Psychology qualifications may be considered at the advertised Band or lower, on the basis of individual discussion with HPPT and scrutiny of qualifications.</i></p>		
Experience	<p>Experience of specialist psychological assessment and individual and group-based treatment of clients across the full range of care settings, including primary and secondary/ specialist care and inpatient/residential, outpatient and community team settings.</p> <p>Experience of working with a wide variety of client groups, with clients of all ages across the lifespan and of wide-ranging presenting problems that reflect the full spectrum of clinical complexity and severity.</p> <p>Experience of teaching, training, and supervision.</p> <p>Has further specialist post qualification training, has gained further clinical experience and has received of a minimum of 50 hours clinical supervision whilst working as a qualified clinical psychologist.</p>	<p>Experience of the application of clinical psychology in different cultural contexts.</p> <p>Experience of working within a multicultural framework.</p> <p>Experience of working therapeutically with a forensic population with interpersonal difficulties</p> <p>Experience within the Offender Personality Disorder Pathway</p> <p>Formal training in supervision, enabling the post holder to independently supervise clinical psychology trainees in accordance with relevant criteria adopted by local University Clinical Psychology Training Course criteria.</p>	<p>Interview/ application form/ references (in the case of new appointees)</p> <p>Assessed at appraisal or interview after at least 18 months as a qualified Clinical Psychologist, by review of the post-holder's supervision and CPD records and by references (in the case of existing appointees).</p>
Knowledge and skills	<p>Well-developed theoretical and practical knowledge of the field of clinical psychology, consistent with doctoral level professional training and further post qualification study, training and a substantial degree of supervised experience as a Specialist Clinical or Forensic Psychologist.</p>	<p>Knowledge of the theory and practice of specialised psychological therapies in specific 'difficult to treat' groups (e.g. personality disorder, challenging behaviour, dual diagnoses, people with additional</p>	<p>Interview/ application form/ references (in the case of new appointees); assessment/ review at</p>

	<p>Skills in the use of complex methods of psychological assessment commensurate with doctoral level training, including specialist clinical interviewing, behavioural observation, complex psychometric testing, and specialist neuropsychological testing.</p> <p>Able to use psychometric tests and psychological equipment in accordance with standardised timing, stimulus presentation and response monitoring requirements.</p> <p>Skills commensurate with doctoral level training in the formulation of problems from a psychological perspective and in the implementation of highly specialist psychological therapies, interventions and management techniques that are appropriate for use with complex presenting problems. Able to deliver established/evidenced based psychological therapy to fidelity.</p> <p>Highly developed interpersonal and communication skills (written and verbal) including the ability to communicate empathically, sensitively, and effectively clinical and condition related information to clients, their families, carers, and professional colleagues (within and outside the NHS) that is extremely complicated or technical; extremely sensitive and potentially distressing to the recipient; or that is extremely contentious or challenging.</p> <p>When communicating with patients, carers and colleagues, has the high-level interpersonal skills necessary to obtain and convey highly complex, sensitive, or contentious information in emotionally charged and extremely emotive settings, in a manner that addresses and overcomes psychological resistance, hostility, antagonism, and problems of motivation and engagement, as well as barriers to understanding arising from cognitive, cultural or linguistic factors.</p> <p>Ability to respond safely to physical aggression and to promote personal safety and the safety of others, drawing on MAPPa and other relevant training where provided.</p> <p>Skills in providing consultation and advice from a psychological perspective to members of other professional and non-professional groups.</p>	<p>disabilities or neurodiversity etc).</p> <p>High-level knowledge of the theory and practice of at least two specialised psychological therapies.</p> <p>Knowledge of relevant legislation and DoH policy and implementation guidelines in relation to mental health in general and the client group with which this post is concerned.</p> <p>Current driving licence and car/motorbike owner</p>	<p>annual (or as necessary more frequent) appraisal.</p>
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	<p>Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.</p> <p>Ability to provide teaching and training on relevant psychological topics, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.</p> <p>Awareness and understanding of the differential needs of people from black and minority ethnic groups and of the service issues arising within a multicultural urban area.</p> <p>Evidence of continuing professional development consistent with expected standards of the HCPC and British Psychological Society and relevant subdivisions (Division of Clinical Psychology, Division of Forensic Psychology).</p> <p>Familiarity with the ethical and professional standards expected of Practitioner Psychologists as laid down in HCPC standards of conduct, performance, and ethics</p>		
<p>Personal</p>	<p>Ability to interact effectively with staff from all disciplines.</p> <p>Ability to interact and to build and sustain relationships with people with mental health problems and associated difficulties.</p> <p>Is a 'team player' and has demonstrated ability to work and deliver to team and organisational objectives.</p> <p>Ability to maintain a high degree of professionalism, and to reflect on and manage own emotions and those of others, when faced by highly distressing material, problems, and circumstances (e.g. when dealing with family breakdown, sexual abuse) on a frequent basis.</p> <p>Ability to work independently, reliably, consistently and with initiative in circumstances where has discretion to work within defined team/Trust policies, service principles, professional codes of practice and other appropriate parameters and to determine how objectives agreed with manger are best achieved.</p>	<p>Personal experience of mental health problems.</p>	<p>Interview/ application form/ references (in the case of new appointees); assessment/ review at annual (or as necessary more frequent) appraisal.</p>

	<p>Adaptable and able to work flexibly when required (e.g. in the light of changing service priorities).</p> <p>Capacity for tolerating frustration, change and high levels of demand with an ability to work effectively under pressure.</p> <p>Ability to attend and concentrate in an intense and sustained manner on a frequent basis when using specialist and complex methods of psychological assessment and treatment, or when completing research activity.</p> <p>Capacity to sit in constrained positions for extended periods of time on a frequent basis during the completion of client assessment and therapy.</p> <p>Commitment to the involvement of service users and carers on the development and delivery of mental health and other care services.</p> <p>Willingness to travel between sites within the Trust as required.</p>		
<p>Other</p>	<p>Ability to accept and use supervision appropriately and effectively.</p> <p>Awareness and understanding of the purpose and mechanisms of clinical governance and an ability to employ such mechanisms to maintain and improve standards of clinical practice.</p> <p>Commitment to working within a multicultural framework.</p>		<p>Interview/ application form/ references (in the case of new appointees); assessment/ review at annual (or as necessary more frequent) appraisal.</p>