



JOB DESCRIPTION / PROFILE

Job Title	Lead / Principal Psychologist – Clinical / Counselling or other relevant HCPC registered Practitioner Psychologist (specific requirement as
Payband/Grade	Band 8b
Directorate	Operational Directorates
Job Description Reference	GEN-PYL-8b

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, interventions and consultations. Providing clinical leadership, supervision and guidance to those providing psychological interventions.

Job Overview:

This role will be responsible for leading the psychology provision within a service, irrespective of size, by ensuring relevant clinical supervision is provided to staff, standards of service provision are set, monitored and maintained and that people, who use the service, and their carers, are involved in the service in the way they wish to be. This role will also deliver high quality psychology assessments, interventions and consultation within generic and specialised services. Working with management teams on service development and evaluation.

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

SABP Leadership Competency	
Strategic Leadership	3
People Leadership	3
Performance Leadership	3
Personal Motivation	3
Values	
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
- Additional academic clinical qualification relevant to area of work (Desirable)
- Additional leadership/management study (Desirable)

Experience required

- Extensive post qualification clinical experience in relevant clinical setting
- Experience of leading in clinical practice, service development or project work.
- Experience of supervising trainees, assistant psychologists, qualified clinical/counselling psychologists and others providing psychological therapies
- Experience of implementing change following audit and service evaluation
- Demonstrable experience of developing complex formulations drawing on multiple psychological models
- Experience of advising other professionals on complex psychological issues and risk

For a better life

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 within the specified area of work.

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 plan and deliver a highly specialist psychology service (in leadership or advanced therapy role) and to oversee its clinical governance.
- To be responsible for the professional leadership and continued development of a team and/or service area.
- To lead in the supervision and contribute to Individual Performance Review/Appraisal of psychology staff, as required.
- To ensure that the healthcare needs of people using services are communicated to and work in partnership with service commissioners and other healthcare providers for the best outcomes. To positively contribute to Trust and divisional developments in relation to psychology practice. To advocate and represent the service.
- To be responsible for the development and implementation of appropriate policies, protocols and care pathways.
- Contribute to appropriate staff recruitment and contribute to the wider strategic plans regarding psychology recruitment.
- To ensure that the needs of people with protected characteristics are addressed within local services and future developments.
- To demonstrate highly specialist expertise and specialist psychological skills such as specialist psychological assessments, formulation, therapeutic interventions and consultation to support people with complex needs
- To act as supervisor/teacher in teaching, facilitating and supporting pre-registration students and junior personnel and to participate in the audit of educational placements. To participate in new staff induction.
- To research national best practice and enable services to benchmark practice against nationally recognised standards - in partnership with people who use services and carers.
- To lead in developing and conducting clinical audit and research, maintaining current knowledge of research findings and development within the relevant area of practice.
- To influence and develop team cultures that support and encourage innovation, creativity, partnership working and curiosity.

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