

## JOB DESCRIPTION

Job evaluation ref number:
<b>Job Title:</b> Advanced Clinical Practitioner (Multi Professional)
<b>Reports to (post title):</b> Team Lead
<b>Evaluated Banding:</b> 8a (National Banding)
<p><b>Role Purpose:</b></p> <p>This post will provide the successful candidate an opportunity to develop, or further develop, their clinical experience in the exciting and rewarding field of young people's transgender healthcare. The successful candidate will join our clinical MDT and provide transgender healthcare consultations.</p> <p>The post holder will be a Registered Nurse or Allied Health Professional (AHP) and hold a recognised ACP accreditation (Recognised MSc in Advanced Clinical Practice or equivalent Recognised Prior Learning) and be registered with NMC or HCPC.</p> <p>The post will be based at 3 Oxford street, Nottingham. There will be some remote working opportunities.</p> <p>The post holder will be a member of the multi-disciplinary service, working with colleagues including Applied Psychologists, Consultant Psychiatrists, Associate Psychologists, Clinical Nurse Specialists and Allied Health Specialists.</p> <p>This post requires the ability to work with people using a variety of communication methods, and a wide range of psychological and other needs.</p> <p>A large part of the role will include making formulations within the team, developing 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 healthcare services and providers will be a key aspect of this post. The post holder will also provide support through supervision and consultation to staff within the team and across other services linked to the clinic.</p> <p>The post holder will be expected to participate in relevant training to ensure they have the expert knowledge and skill to offer effective and compassionate care via consultation. The post holder will have a significant and exciting opportunity to provide leadership and to forge and form better working with primary and secondary healthcare in the delivery of transgender healthcare for children and young people across the region and nationally.</p> <p>It is expected that the post holder will develop or continue to develop specialist knowledge in transgender healthcare and supervise junior clinicians.</p> <p>It is anticipated that the post-holder will provide special interest or placement opportunities for nursing staff in training grades.</p>

The post holder will work within the multidisciplinary team to support reflective practice and learning through audit and research. The post holder will have opportunity to participate in the development of research within the development to further the evidence base in this area.

Other developmental aspects of the clinical role will be to maintain national links with other services and specialists within the field; develop further links with primary and secondary care.

We are acutely aware that access to formal training in this field of practice is lacking (inter)nationally. Therefore, we are committed to offering the successful, motivated candidate additional clinical training required to become a 'Lead Clinician' in children and young people's transgender healthcare. The team will work closely with the Nottingham Centre for Transgender Healthcare (NCTH) and Nottinghamshire Healthcare's CAMHS Services. These services have led on the implementation of new ways of working and the NCTH has led with offering remote consultation in transgender healthcare. The successful candidate will be able to negotiate an individualised job plan. NCTH is leading several NHS England national pilots and are a leader in transgender healthcare service provision innovation nationally.

The successful candidate may have the opportunity to become an integral part of our services' academic programme, including research opportunities and medical/clinical education. The successful candidate will also have the opportunity to undertake service development activities, particularly further developing collaborative approaches to delivering the new service.

Coordinate transition or transfer from GIDS to appropriate adult services where young people are 18 years old.

The Advanced Clinical Practitioner (ACP) uses their acquired expert knowledge base, complex decision-making skills and competences for expanded scope of advanced clinical practice. They must demonstrate the capabilities for health and care professionals working at the level of advanced clinical practice. The capabilities apply to all models of advanced clinical practice across sectors, specialties and professions and can be applied in either uni-professional or multi-professional models of care provision. The specific characteristics of the role are therefore shaped by the clinical context, profession, scope of practice and/or qualifications but will always include all 4 pillars of clinical practice, education and personal development, Leadership and management and research, evaluation and audit.

**Clinical Practice:** The ACP demonstrates in depth knowledge and capabilities in all aspects of health and social care encompassing advanced clinical assessment, critical thinking and clinical management skills that are evidence based and deliver high quality patient centred care. The ACP will demonstrate complex decision-making skills and competences for expanded scope of advanced clinical practice for service users and clinical teams according to needs.

**Education and personal development:** The post holder will have a Trust-wide responsibility to promote clinical excellence in the care of service users presenting to their specialty by providing clinical advice, supervision and support as well as implementing programmes of induction and education for all health care professionals.

**Leadership and Management:** The ACP as a senior member of the team, will also play a pivotal role in the operational development of their specialty. They will initiate, manage and drive change within the department, innovating changes in practice for the benefit of patient care in line with current trust and local programmes. Approximately 20% of the post holder's time will be used for these purposes. The ACP will undertake the role in accordance with Trust and Departmental guidelines but have

freedom to act within broad policies and protocols, in accordance with professional responsibilities and boundaries.

**Research, audit and evaluation:** Research and development activity is a major responsibility. The individual will take a lead in the evaluation of services within the Directorate. The role will include developing audit and research projects, and participating in up-dating and implementing departmental policies, protocols and guidelines, in line with national guidance and contemporary evidence. The ACP will have protected time to maintain and further develop their professional competence and act as a constant source of clinical and theoretical knowledge for all grades and disciplines of staff as well as patients / prisoners and service user and their significant others, providing support and clinical advice in specialist areas, based on evidenced based research.

### **Role Context:**

This is an advanced clinical practice post for the Nottingham Young people (CYP) Gender Services (NYGS).

NYGS are recruiting to a new team comprising Consultant Psychiatrist, Paediatrics, Advanced Clinical Practitioners, Clinical Nurse Specialists, Psychologists and Research assistants. You will have the opportunity to work with a progressive team leading the way nationally and international in children and young people's Transgender Health.

NYGS is a multi-disciplinary service offering psychological support to young people on the gender affirming medical pathway and looked after by the adolescent endocrinologist service, some of them will be awaiting to or prescribed hormone blockers or hormones by the NHS following an assessment by the Gender Identity Development Service.

The new service will provide multi-disciplinary care and support to young people aged from 11 to (and including) 17 years old who are about to receive or currently receiving gender affirming medical treatment from the Specialist Paediatric Endocrinology services (SPES) which is the endocrinology arm of the Gender Identity Development Service (GIDs). The GIDs service is being decommissioned and it will be closing down on the 31st of March 2024. The new CYP gender services or 'Phase 1' providers have declined to offer a service to CYP on gender affirming medical treatment. The SPES are based at University College London Hospital NHS Foundation Trust (UCLH) and Leeds Teaching Hospitals NHS Trust and they are led by Professor Gary Butler and Dr Talat Mushtaq respectively.

There are around 400 CYP on gender affirming medical pathway (whether Gonadotropin hormones-releasing hormones (GnRH) analogue for puberty suppression and/or cross sex hormones or about to receive blockers or hormones). This group have already been assessed and diagnosed (Gender Dysphoria (DSM V) or Gender Incongruence (ICD 11) and been found to be ready for medical gender treatment and they will be receiving medical gender treatment.

This new service (NYGS) service will work to NHS England's published interim service specification for specialist gender incongruence services for children and young people (Interim Service Specification).

The clinical responsibility related to the gender affirming medical treatment for these patients will continue to reside with UCLH and Leeds Teaching Hospitals NHS Trust. However, NYGS will support their care by providing transgender health related non-medical interventions, including psychological support, follow up, and assessment for those on puberty blockers wishing gender related hormone treatment.

The Multi-Disciplinary Team (MDT) model will provide an integrated individualised approach to the ongoing exploration of the gender related distress and appropriate treatment options. Providing the psychological and therapeutic support they need in the short, medium, and long term until either

The Multi-Disciplinary Team (MDT) model will provide an integrated individualised approach to the ongoing exploration of the gender related distress and appropriate treatment options. Providing the psychological and therapeutic support they need in the short, medium, and long term until either transfer to adult transgender health services or discharge from services.

This new service will sit within the established NCTH Network which provides the Nottingham Centre for Transgender Health Adult Service, the East of England Gender Service, the Linked Clinic activity with Indigo Gender Service and the Linked Clinic activity with the Sussex Gender Service. This service will join the National Referral Review and Guidance Service delivered by NCTHnet and the Clinical Lead for this service is employed and established in post. This service will grow around that services' Clinical Leadership, Clinical MDT and Service and Operational structure. NCTHnet has an established expert base, in Leadership inclusive of the NHS England Gender Dysphoria National Speciality Advisor, Clinical Director in Transgender Health, Clinical Director in CAMHS, NCTH Clinical Lead, NCTHnet Consultant Psychologist and Clinical Lead for Psychology and Psychotherapy, Nursing Lead and SLT Lead. NCTHnet has the largest and most respected academic, education and training arm nationally. NCTHnet has a range of Leadership representation with BAGIS, EPATH and WPATH. NCTHnet has an unrivalled clinical expert base in transgender health, ASD and neurodiversity, mental health, psychological therapies, forensic and physical healthcare. NCTHnet has a proven track record in delivering new services and innovations.

## Trust Values

All colleagues are expected to demonstrate at interview and throughout employment that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values:

**Trust Honesty Respect Compassion Teamwork**

## Key Accountabilities

### Clinical Practice

- The ACP is accountable for independent clinical assessment, formulation, diagnosis and treatment of these individuals with undiagnosed and undifferentiated conditions. They will provide expert professional and independent clinical care which enables the coordination of a multi professional seamless service.
- Practise in compliance with respective code of professional conduct and within scope of practice, being responsible and accountable for their decisions, actions and omissions.
- Demonstrate a critical understanding of their broadened level of responsibility and autonomy and the limits of own competence and professional scope of practice, including when working with complexity, risk, uncertainty and incomplete information.
- Act on professional judgement about when to seek help, demonstrating critical reflection on own practice, self-awareness, emotional intelligence, and openness to change.

## Performance Measures

- Monitored via clinical and managerial supervision and patient outcomes
- Monitored via clinical and managerial supervision
- Monitored via supervision and appraisal processes
- Monitored via feedback from other professionals and supervision

<ul style="list-style-type: none"> <li>e) Work in partnership with individuals, families and carers, using a range of assessment methods (e.g. of history-taking; holistic assessment; identifying risk factors; mental health assessments; requesting, undertaking and/or interpreting diagnostic tests and conducting health needs assessments).</li> <li>f) Demonstrate effective communication skills supporting people in making decisions, planning care or seeking to make positive changes, through person-centred approaches in health and care</li> <li>g) Use expertise and decision-making skills to inform clinical reasoning approaches when dealing with differentiated and undifferentiated individual presentations and complex situations, synthesising information from multiple sources to make appropriate, evidence-based judgements and/or diagnoses.</li> <li>h) Initiate, evaluate and modify a range of interventions which may include prescribing medicines, therapies, life style advice and care.</li> <li>i) Exercise professional judgement to manage risk appropriately, especially where there may be complex and unpredictable events and supporting teams to do likewise to ensure safety of individuals, families and carers.</li> <li>j) Work collaboratively with an appropriate range of multi-agency and inter-professional resources, developing, maintaining and evaluating links to manage risk and issues across organisations and settings.</li> <li>k) Act as a clinical role model/advocate for developing and delivering care that is responsive to changing requirements, informed by an understanding of local population health needs, agencies and networks.</li> <li>l) Evidence the underpinning subject-specific competencies i.e. knowledge, skills and behaviours relevant to the role setting and scope, and demonstrate application of the capabilities to these, in an approach that is appropriate to the individual role, setting and scope.</li> </ul>	<ul style="list-style-type: none"> <li>e- Monitored via supervision, record keeping and patient outcomes and feedback</li> <li>f- Monitored by patient feedback and feedback from others via appraisal process</li> <li>g- Monitored via MDT discussions, supervision and patient records.</li> <li>h- Monitored via clinical records and supervision</li> <li>i- Monitored via feedback from patients and MDT, in supervision and clinical records</li> <li>j- Monitored via Job Planning and supervision and feedback from other agencies</li> <li>k- Involvement in clinical and service developments utilizing an evidence base and local data</li> <li>l- Meet the role specific advanced competency framework within an agreed timescale of taking up the post-provisionally 3-6 months.</li> </ul>
<p><b>Leadership and management</b></p> <ul style="list-style-type: none"> <li>a) Pro-actively initiate and develop effective relationships, fostering clarity of roles within teams, to encourage productive working.</li> <li>b) Role model the values of their organisation/place of work, demonstrating a person-centred approach to service delivery and development.</li> <li>c) Evaluate own practice, and participate in multi-disciplinary service and team evaluation, demonstrating the impact of advanced clinical practice on service function and effectiveness, and quality (i.e. outcomes of care, experience and safety).</li> <li>d) Actively engage in peer review to inform own and other's practice, formulating and implementing strategies to act on learning and make improvements.</li> <li>e) Lead new practice and service redesign solutions in response to feedback, evaluation and need, working across boundaries and broadening sphere of influence.</li> </ul>	<ul style="list-style-type: none"> <li>a) Feedback and supervision</li> <li>b) Feedback, supervision and appraisal</li> <li>c) Involvement in team evaluation evidencing the impact of the ACP role.</li> </ul>



<ul style="list-style-type: none"> <li>f) Actively seek feedback and involvement from individuals, families, carers, communities and colleagues in the co-production of service improvements.</li> <li>g) Critically apply advanced clinical expertise in appropriate facilitatory ways to provide consultancy across professional and service boundaries, influencing clinical practice to enhance quality, reduce unwarranted variation and promote the sharing and adoption of best practice.</li> <li>h) Demonstrate team leadership, resilience and determination, managing situations that are unfamiliar, complex or unpredictable and seeking to build confidence in others.</li> <li>i) Continually develop practice in response to changing population health need, engaging in horizon scanning for future developments (e.g. impacts of genomics, new treatments and changing social challenges).</li> <li>j) Demonstrate receptiveness to challenge and preparedness to constructively challenge others, escalating concerns that affect individuals, families, carers, communities and colleagues' safety and well-being when necessary.</li> <li>k) Negotiate an individual scope of practice within legal, ethical, professional and organisational policies, governance and procedures, with a focus on managing risk and upholding safety.</li> </ul> <p><b>Education and personal development</b></p> <ul style="list-style-type: none"> <li>a) Critically assess and address own learning needs, negotiating a personal development plan that reflects the breadth of ongoing professional development across the four pillars of advanced clinical practice.</li> <li>b) Engage in self-directed learning, critically reflecting to maximise clinical skills and knowledge, as well as own potential to lead and develop both care and services.</li> <li>c) Engage with, appraise and respond to people's motivation, development stage and capacity, working collaboratively to support health literacy and empower people to participate in decisions about their care and to maximise their health and well-being.</li> <li>d) Advocate for and contribute to a culture of organisational learning to inspire future and existing staff.</li> <li>e) Facilitate collaboration of the wider team and support peer review processes to identify individual and team learning.</li> <li>f) Identify further developmental needs for the individual and the wider team and supporting them to address these.</li> <li>g) Support the wider team to build capacity and capability through work-based and interprofessional learning, and the application of learning to practice.</li> <li>h) Act as a role model, educator, supervisor, coach and mentor, seeking to instil and develop the confidence of others.</li> </ul> <p><b>Research, audit and evaluation</b></p> <ul style="list-style-type: none"> <li>a) Critically engage in research activity, adhering to good, ethical research practice guidance, so that evidence-based strategies</li> </ul>	<ul style="list-style-type: none"> <li>d) Participation in Trust ACP forums and peer support and learning sessions</li> <li>e) Continuous involvement in service improvements using QI methodology</li> <li>f) Evidence of patient involvement and feedback gained</li> <li>g) Offer consultation to a wide range of professionals and agencies and support improvements in clinical care across the specialist area even in other agencies.</li> <li>h) Supervision and feedback from MDT</li> <li>i) Presenting new evidence within team meetings and embedding into practice</li> <li>j) Welcome, encourage and offer professional challenge- observed via MDT and in supervision</li> <li>k) Scope of practice in line with service need and competency framework</li> </ul>
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<p>are developed and applied to enhance quality, safety, productivity and value for money.</p> <ul style="list-style-type: none"> <li>b) Evaluate and audit own and others' clinical practice, selecting and applying valid, reliable methods, then acting on the findings.</li> <li>c) Critically appraise and synthesise the outcome of relevant research, evaluation and audit, using the results to underpin own practice and to inform that of others.</li> <li>d) Take a critical approach to identify gaps in the evidence base and its application to practice, alerting appropriate individuals and organisations to these and how they might be addressed in a safe and pragmatic way.</li> <li>e) Actively identify potential need for further research to strengthen evidence for best practice. This may involve acting as an educator, leader, innovator and contributor to research activity and/or seeking out and applying for research funding.</li> <li>f) Develop and implement robust governance systems and systematic documentation processes, keeping the need for modifications under critical review.</li> <li>g) Disseminate best practice research findings and quality improvement projects through appropriate media and fora (e.g. presentations and peer review research publications).</li> <li>h) Facilitate collaborative links between clinical practice and research through proactive engagement, networking with academic, clinical and other active researchers.</li> </ul>	
<b>Dimensions</b>	
<p>Dimensions of the ACP role are to be recorded here based on the contract offered and ensuring all pillars are covered: (1) Clinical (2) Education (3) Management/ Leadership (4) Research.</p>	
<b>Safeguarding</b>	
<p>All employees are responsible for taking all reasonable measures to ensure that the risks of harm to children and vulnerable adults are minimised. 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.</p>	
<b>Disclosure and Barring Services</b>	
<p>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.</p>	

<b>Infection Control</b>
<p>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.</p>
<b>Equality and Diversity</b>
<p>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.</p> <p>The ACP must provide an equitable service to all patients under their care, regardless of diversity.</p>
<b>Sustainability and Net Zero – Supporting Our Green Plan</b>
<p>The Trust places great importance on reducing its carbon footprint and maximising the positive social, economic, and environmental outcomes of Trust actions and activities on its patients and the planet. It is the responsibility of all staff to support the delivery of the Trust's Green Plan and contribute to achieving Net Zero Carbon. This will include using energy and water efficiently, reducing the consumption of materials, reducing waste, and increasing recycling, printing less, reporting faults or heating/cooling concerns promptly and minimising travel.</p>
<b>Data Quality Statement</b>
<p>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 organisation 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.</p>
<b>Communication</b>
<ul style="list-style-type: none"> <li>• Communicates with enthusiasm and conviction; motivating, inspiring and encouraging.</li> <li>• Utilises and demonstrates sensitive communication styles to ensure patients are fully informed and consent to treatment.</li> <li>• Communicates effectively with patients and carers; sometimes recognising the need for alternative methods of communication to overcome different levels of understanding, cultural background and preferred ways of communicating.</li> <li>• Anticipates potential barriers to communication.</li> <li>• Communicates effectively; often about complex, sensitive and potentially distressing information with patients, family and/or carers.</li> <li>• Creates a trusting partnership with patients and/or relatives/carers in order to communicate and explain complex medical issues (including new diagnoses) and agree a management /treatment plan.</li> <li>• Ensures awareness of sources of support and guidance such as PALS and provide information in an acceptable format to all patients recognising and referring any difficulties and referring where appropriate</li> </ul>



- Communicates clearly and effectively with colleagues; often receiving or giving complicated plans or information of a sensitive nature.
- Maintains the responsibility for the delivery of a detailed, accurate and potentially complex clinical handover to colleagues in other specialties and primary care e.g. General Practitioner's. Produces detailed and accurate written information within the medical notes regarding all clinical assessments, investigations completed and requested and treatments administered
- Maintains confidentiality as required by professional, local and national policy. Acknowledges situations where there can be a breach of confidentiality.
- Recognises and defuses potentially aggressive and violent individuals/situations in line with local policy and legal frameworks.

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

- Registered practitioner with the NMC or HCPC
- Recognised and accredited as ACP level training through either accredited Masters route or Recognised Prior Learning
- Significant experience as a case worker for patients
- First level AHP or Nursing degree
- A comprehensive understanding of the roles, legal responsibilities and key functions of the ACP role
- Evidence of delivering consultation and service development
- Proven track record and evidence of leadership and staff development: The ability to lead a multi-disciplinary team effectively; including ability to assimilate the views of others; and to manage and take responsibility for making decisions in complex cases.
- Record of clinical effectiveness in leading teams to deliver high quality care
- Proven staff management and organisation skills
- A demonstrated ability to develop and manage care plans within the context of the Care Programme Approach (CPA).
- Contemporary knowledge and understanding of equality issues and the ability to identify, challenge and redress discrimination and inequality in relation to the practice of an ACP

### **Analytical and Judgement Skills**

To make highly skilled evaluations and decisions about treatment options taking into account both theoretical and therapeutic models using the clinical practice identified in pillar one

Working within a clinical area, to provide highly developed advanced assessments of patient / prisoner / service user physical and mental health based upon the appropriate use, interpretation and integration of complex data from a variety of sources.

### **Planning and Organisational Skills**

The post holder will plan and organise a broad range of long term complex activities, which are ongoing, require the formulation and adjustments of long term plans and involve multiple agencies / stakeholders.

The post holder will formulate plans for formal psychological treatment drawn from different explanatory models for the formal psychological treatment and/or management of those problems related to a patient's mental disorder and adjusting and refining psychological formulations and maintaining a number of provisional hypotheses. Formulations will be based upon appropriate conceptual frameworks of the patient's problems, and employ methods based upon evidence of efficacy.

To plan and implement systems for the evaluation, monitoring and development of significant therapeutic initiatives through the deployment of professional skills in research, service evaluation and audit and use the findings to direct future clinical practice, and the theoretical basis of the treatment pathway. Plans, delivers and implements programmes of education and training for trainee ACP's, nurses, medical and other disciplines and continues to be involved in their ongoing support.

### **Physical Skills**

There is a requirement for standard keyboard and skills used in breakaway techniques.

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

- Recognises and works within own competence and professional code of conduct as regulated by the NMC or HCPC
- Ensures that their own practice is kept updated, using an acceptable model of clinical supervision.
- Through supervision and mentorship identifies personal learning needs and participates in personal continuing education and other activities to promote their own personal growth.
- Develops clinical knowledge and professional skills through relevant training and study.

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

The post holder will develop the role and scope for ACP across the Trust and to initiate and implement related service developments

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

Observes a personal duty of care in relation to equipment and resources used.

### **Responsibility for HR**

Specialist training of trainee ACPs, Nurses, AHPs, Medics and other staff is a significant job responsibility, alongside induction and ongoing supervision. It may also involve day to day management of trainee ACPs dependent on the context.

<b>Responsibility for Information Resources</b>
<p>Post holder will be required to produce reports / documents for management groups / and external agencies (i.e. taking statistical information and producing a report on it) on an occasional basis.</p>
<b>Responsibility for Research and Development</b>
<ul style="list-style-type: none"> <li>• Research and development activity is a major responsibility. The individual will take a lead in the evaluation of services within the Directorate</li> <li>• Takes responsibility for their own learning and performance including the participation in clinical supervision and maintaining an awareness of relevant research evidence.</li> <li>• Develops health promotion and education in conjunction with other health care professionals ensuring that all care within the multi-disciplinary team is based on research and best practice.</li> <li>• Acts as a constant source of clinical and theoretical knowledge for all grades and disciplines of staff as well as patients / prisoners and service users and their significant others, providing support and clinical advice in specialist areas, based on evidenced based research.</li> <li>• Works with the MDT to further develop appropriate clinical pathways and care approaches. Disseminates their own learning and good practice to other team members.</li> <li>• Designs, coordinates and undertakes collaborative audit, research and development into the specialty and related practices.</li> <li>• Supports the Trust's research and development plans</li> </ul>
<b>Freedom to Act</b>
<ul style="list-style-type: none"> <li>• The post holder will be required to work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice within the team.</li> <li>• Responsibility and freedom to act in relation to delivery of patient care and in delivery of statutory responsibility including referral, renewals and detention.</li> <li>• Interpret broad occupational policies, accountable for own professional actions, interprets policies for service</li> <li>• To be involved at a strategic level in the development and implementation of an AC service across the Trust. To be responsible as required by the Medical Director / Clinical Director to liaise with designated senior managers within and outside the Trust, and to represent AC services on committees within and outside the Trust as required.</li> </ul>
<b>Physical Effort</b>
<p>There is a frequent requirement for sitting in a restricted position during direct clinical activity. There is also an occasional requirement to exert light physical effort but participation in breakaway training is mandatory and there is an expectation that these skills will be used in emergencies.</p>
<b>Mental Effort</b>
<p>Patient contact, especially lengthy one-to-one sessions, require a frequent. There is a frequent requirement for concentration where the work pattern is unpredictable. Maintains the ability to read</p>

and interpret extensive policy documentation; sometimes of a clinical nature requiring periods of intense concentration.

There is a need to respond flexibly, sensitively, appropriately and sometimes rapidly to situations faced with patients. Further mental effort is required in assessing and managing levels of risk and making decisions based on those judgements. All such decision needs to be made within the guidance of the least restrictive principle and other aspects of the law

A high level of mental effort is required when providing evidence for tribunals, hospital manager's hearings and CPAs. Responses to solicitors, the Court process and statutory guidelines require further mental effort and concentration.

### Emotional Effort

Frequent exposure to highly distressing or highly emotional circumstances through the need to review with patients, in detail, the circumstances of their offences and their own traumatic histories. Exposure to traumatic incidents such as severe verbal abuse or challenging behaviour from patients. May need to cope with patients who are hostile, violent, aggressive and manipulative and who disagree with his/her judgements and decisions.

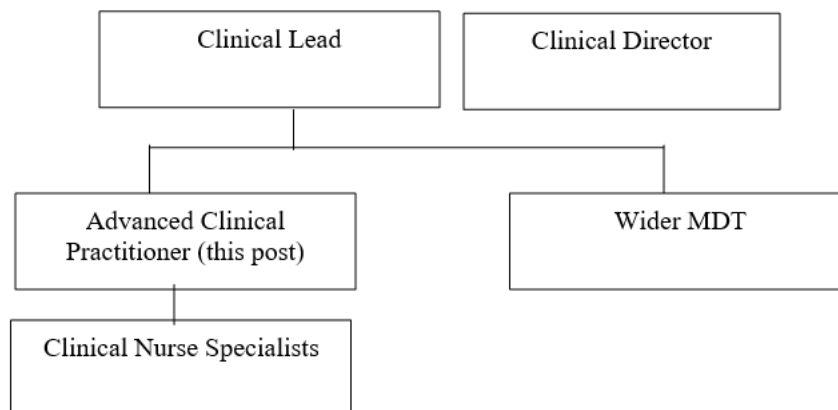
Emotional effort will be required to build and maintain the relationship within the clinical teams that s/he is leading within the context of resistance to change. Exposure to unhappy family members who may be in disagreement about an individual's detention or care.

### Working Conditions

Frequent exposure to unpleasant working conditions and hazards such as face-to-face aggression, legal challenge and verbal abuse from patients.

Exposure to high and medium secure units and the prison estate to deliver assessments and attend meetings.

### Organisation Chart



## Our promise to you

We will ensure that you are supported and lead in line with our Trust Values: **Trust**, **Honesty**, **Respect**, **Compassion** & **Teamwork**



Nottinghamshire Healthcare NHS Foundation Trust actively works to fulfil the seven elements of the NHS People Promise.

We will adhere to the promise and support all our colleagues, assuring that we are continuously striving to listen to colleagues, adapting accordingly and striving always to be the best place to work.



## Signatures

After reviewing the document, please sign to confirm agreement

Post holder:

Date:

Line Manager:

Date:



## EMPLOYEE SPECIFICATION FOR THE POST OF

Attribute	Essential	Weight	Desirable	Weight	How Identified
Values and Behaviours	<ul style="list-style-type: none"> <li>All colleagues are expected to demonstrate that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: <b>Trust Honesty Respect Compassion Teamwork</b></li> <li>All colleagues are expected to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion (EDI) and how it applies to their role. The Trust's expectations are highlighted within our EDI Policy, and associated EDI and Human Rights legislation</li> </ul>				Application & Interview  Application & Interview
Physical Requirements			Physical skills in line with role (including MVA as appropriate)		
Qualifications - Academic / Craft / Professional	Recognised NMC or HCPC Degree/diploma NMC Registered or HCPC Registered Recognised ACP Masters (or equivalence) qualification				
Training	Portfolio of relevant post qualification CPD including highly specialist clinical knowledge  Evidence of management/leadership training and development				

Attribute	Essential	Weight	Desirable	Weight	How Identified
Experience	<p>CAMHS experience and expertise in of assessing and managing complex caseloads</p> <p>Experience of leading service development</p> <p>Experience of effective multi-disciplinary/agency working and established interpersonal and negotiation skills</p> <p>Experience of MDT teams</p> <p>Experience in using research evaluation / audit tools and demonstrating need.</p> <p>Experience of managing and clinically supervising others</p>		<p>Experience of working in transgender health</p> <p>Experience of working with neurodiverse young people</p> <p>Experience of working with young people who have experienced trauma</p>		
Knowledge	<p>Expertise in knowledge of working area</p> <p>Knowledge of National Policy and guidance.</p> <p>Applied leadership knowledge.</p>		<p>Knowledge of Standards of Care and appropriate policies and guidance.</p>		
Skills	<p>Empathetic and psychologically minded</p> <p>Physical healthcare assessment and monitoring skills in line with ACP competency Framework</p>		<p>Highly specialist skill in working with people</p>		

	<p>Excellent written and oral communication skills</p> <p>Well organised Good reasoning skills</p> <p>Leadership skills</p> <p>Motivated and a motivator</p> <p>Team builder and team member Autonomous and able to work without direct supervision</p> <p>Reflective practitioner</p> <p>Ability to manage own well being with access to supervision to sustain this.</p>		<p>Experience of supporting other staff and students</p> <p>Experience of managing a project or service initiative.</p> <p>Experience of leading service development</p>		
Contractual Requirements	<p>Car driver (Reasonable Adjustments)</p> <p>Flexible working as required by post</p>				

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