

JOB DESCRIPTION

Job Title:	Clinical Lead, NHS Richmond Talking Therapies (part of Richmond Wellbeing Service (RWS))
Managerially accountable to:	Deputy Director of Operations, Head of Community Service Line
Professionally accountable to:	Trust Head of Psychology and Psychotherapies
Managerially responsible to:	Operational Lead for NHS Talking Therapies
Professionally responsible to:	Head of Psychology and Psychotherapies for NHS Talking Therapies and Primary Care
Responsible for:	Clinical staff employed within Richmond Talking Therapies
Band:	8c
Base:	St John's Health Centre, Twickenham. The postholder may be required to work from other locations within the area served by the Trust. Some home working may be possible.
Liases with:	RWS senior management team, clinical and administrative staff within RWS service, Trust senior leadership team for NHS Talking Therapies and Community Service Line leadership, primary care staff including GPs, ICB and ICS colleagues, other health and social care professionals, voluntary sector organisations and members of other disciplines and agencies as relevant, service users and carers. Other Trust staff including service line leadership, and other NHS Talking Therapies staff within the Trust. Regional and national NHS Talking Therapies leads and networks.

Our values

Our values and behaviour's framework underpin everything that we do; they shape how we interact with each other and how we treat those in our care. We are consistently respectful, open, compassionate and collaborative. Our staff help us to live these values and make SWLSTG a better place for everyone.

Job Summary

The Clinical Lead for Richmond Talking Therapies will deliver strong clinical and strategic leadership within Richmond Talking Therapies, ensuring provision of a high-quality, safe and effective NHS Talking Therapies Service. The postholder will work closely with the Clinical Lead for the Primary Care Liaison, which sits alongside the NHS Richmond Talking Therapies as part of an integrated



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primary care service (known as Richmond Wellbeing Service) to ensure a safe, effective and integrated service. They will work autonomously within professional guidelines to exercise responsibility for the systematic governance of psychological therapy practice within the Richmond Talking Therapies Team, ensuring adequate supervision and other governance structures are in place and adhered to. They will work collaboratively with clinical, operational and administrative colleagues within the service and the Trust in order to ensure provision of effective, evidence-based provision of NHS Talking Therapies, based on best clinical and professional practice. This will include supporting the delivery of low intensity interventions provided by Richmond Borough Mind under sub-contract to Richmond Talking Therapies. The postholder will work to facilitate the work of Richmond Borough Mind, supporting clinical governance oversight of the sub-contract, and ensuring that Richmond Borough Mind Psychological Wellbeing Practitioners have access to good quality supervision and consultation and are fully integrated into the service. The postholder will work to ensure ongoing achievement of key performance metrics, such as access, recovery and waiting times standards, maintaining the strong reputation that the service holds locally.

The postholder will carry a caseload of clients, offering diagnostic assessment, complex psychological formulations, psychological intervention and expert consultancy and advice to patients, families, carers and professionals, receiving clinical supervision from the Head of Psychology and Psychotherapies for NHS Talking Therapies and Primary Care. They will deliver good quality CBT supervision to senior clinicians within the service, and ensure appropriate accreditations and qualifications are worked towards, held and maintained by all clinicians within the service. They will contribute to the delivery and commissioning of in-house training for NHS Talking Therapies therapists, both within NHS Richmond Talking Therapies, and across the Trust NHS Talking Therapies services within the community service line.

The postholder will undertake service audit and evaluation, and work with colleagues within Richmond Talking Therapies, and across other South West London and St George's NHS Talking Therapies services, to design, implement and evaluate service improvements, whilst adhering to local and national strategic ambition and NHS Talking Therapies national guidance. They will hold a liaison role with all commissioning and provider partners, representing the service at ICB contract meetings, South West London NHS Talking Therapies regional steering group meetings and at the London NHS Talking Therapies Clinical and Strategic Partnership Board.

Service Description

NHS Richmond Talking Therapies is one of two teams that makes up Richmond Wellbeing Service, the other team being Richmond Primary Care Liaison (PCL), which is professionally led by a Consultant Psychiatrist. The two teams work together to deliver an integrated primary care service for residents of Richmond borough. NHS Richmond Talking Therapies has a strong reputation with consistently excellent performance on patient outcomes. It operates with a strong group model with a proven track record, whilst continuing to deliver evidence based individual therapies including CBT, EMDR, IPT and DIT where required. NHS Richmond Talking Therapies is a well-resourced service, which has been able to meet national access, recovery and waiting times targets for number of years, and which has a dedicated staff team who are proud of their strong reputation and committed to upholding it.

Working Environment

This post is part of the Community Service Line, which hosts NHS Talking Therapies services across the five boroughs served by South West London and St George's NHS Mental Health Trust; Sutton, Merton, Wandsworth, Richmond and Kingston. The post holder will clinically lead the service within primary care and community settings, seeing adults (people aged 18 and over). The post holder will be



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expected to work with a range of primary care practice staff, nonclinical staff, community workers and service users to develop the service within a wide range of settings.

Key Result Areas

The post holder will be responsible for a number of areas as outlined below:

CLINICAL

1. Oversee clinical caseload of all clinical staff in NHS Richmond Talking Therapies and ensure safe and clinically effective case management of all patients. Oversee clinical outcomes and adjust delivery of clinical services to ensure that patients' needs are met by the least intrusive intervention necessary to alleviate their conditions according to stepped care model of service delivery in line with NHS Talking Therapies guidance.
2. To provide highly developed specialist psychological assessments of clients based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological tests, self-report measures, rating scales, and where appropriate, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the client's care.
3. To diagnose, formulate and implement plans for the psychological treatment and/or management of a client's mental health problems based upon an appropriate conceptual framework and employing methods based upon evidence of efficacy.
4. To be responsible for implementing a range of highly specialist psychological interventions for depression and anxiety for individuals, carers, families and groups, reflecting the current evidence base for the treatment and management of mental health needs, and as outlined by NICE and NHS Talking Therapies manual guidance, employed individually and in synthesis, adjusting and refining psychological formulations, drawing upon different explanatory models and maintaining a number of provisional hypotheses.
5. To make highly skilled evaluations and decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.
6. To exercise full responsibility and autonomy for providing interventions and/or treating and discharging clients, according to service guidelines and agreed care pathways, ensuring appropriate assessment, formulation and interventions are communicated with the patient, the referral agent and others involved with the care on a regular basis.
7. To undertake suitable risk assessment and risk management for all clients, ensure that all staff undertake suitable risk assessment and risk management for all clients and that systems are in place to ensure safe working practices. To provide both general and specialist advice for psychologists and other professionals on psychological aspects of risk assessment and management.
8. To communicate in a highly skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor and evaluate progress during the course of clients' contact with the service.
9. Ensure all psychological wellbeing practitioners (PWPs) and High Intensity Therapists (HITs) adhere to standardised protocols and supervision standards to produce clinically safe triage assessments, enhanced assessments and interventions.
10. Advise the Service Manager and Operational Lead for NHS Talking Therapies on the development of clinically safe practice policies and protocols. Ensure staff adhere to agreed protocols.
11. As the most senior clinician in the service, to provide expertise and specialist psychological advice, guidance and consultation to all staff in NHS Richmond Talking Therapies, and other



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professionals and external agencies, contributing directly to clients' formulation, diagnosis and treatment plan.

12. To provide expert consultation about the psychological care of the client group to staff within, and staff and agencies outside the service line and Trust .
13. Ensure all clinical staff implement a range of psychological interventions for individuals with common mental disorders, as outlined by NICE and NHS Talking Therapies manual guidance, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
14. Ensure all clinically qualified staff provide highly developed specialist psychological assessments of clients who self-refer or are referred by general practitioners and other health and social care staff, based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological tests, self-report measures, rating scales, and where appropriate, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the client's care.
15. Ensure all clinically qualified staff diagnose, formulate and implement plans for the psychological treatment and/or management of a client's mental health problems based upon an appropriate conceptual framework and employing methods based upon evidence of efficacy.
16. Ensure all clinically qualified staff make highly skilled evaluations and recommendations about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.
17. Ensure all staff exercise full responsibility and autonomy for providing interventions and/or treating and discharging clients, according to service guidelines and agreed care pathways, ensuring appropriate assessment, formulation and interventions are communicated with the patient, the referral agent and others involved with the care on a regular basis.
18. Ensure all staff communicate in a highly skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor and evaluate progress during the course of clients contact with the service.

TEACHING, TRAINING AND SUPERVISION

1. Ensure that all NHS Richmond Talking Therapies clinical staff have access to appropriate clinical, professional and line management supervision, appraisal and systems for continuing professional development.
2. To provide clinical and professional supervision to qualified psychologists and NHS Talking Therapies trained and accredited therapists as appropriate. This should include provision of CBT supervision to senior CBT Therapists working within the service.
3. To receive line management supervision from the Operational Lead for NHS Talking Therapies and professional from the Head of Psychology & Psychotherapies for NHS Talking Therapies and Primary Care.
4. To receive regular clinical supervision in accordance with good practice guidelines.
5. To contribute to the development and delivery of ongoing training programmes for the NHS Talking Therapies teams.
6. To ensure regular specialist clinical placements for Low and High Intensity trainee therapists, and other trainee therapists where appropriate, ensuring that they acquire the necessary skills, competencies and experience to contribute effectively to good psychological practice, and contributing to the assessment and evaluation of those competencies.
7. To provide specialist advice, consultation and training and (where agreed locally) clinical supervision to other primary care based groups and organisations.
8. To continue to develop expertise in the area of primary care mental health.



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9. To be responsible to the Head of Psychology & Psychotherapies for NHS Talking Therapies and Primary Care for the development and maintenance of the highest professional standards of psychological practice through participation in internal and external CPD training and development programmes.

AUDIT, RESEARCH AND SERVICE EVALUATION

1. To work with the Head of Psychology and Psychotherapies for NHS Talking Therapies, the Service Manager for NHS Richmond Talking Therapies, and the Operational Lead for NHS Talking Therapies, in the evaluation, monitoring and development of the IAPT services, through the deployment of professional skills in research, service evaluation and audit.
2. To facilitate research and the contribution of psychological therapy staff to research within the service.
3. To utilise evidence-based literature and research to support evidence-based practice in individual work and work with other staff across the service.
4. To undertake appropriate research and provide research advice to other staff undertaking research.

MANAGEMENT, RECRUITMENT, POLICY AND SERVICE DEVELOPMENT

1. To support and advise the Head of Psychology & Psychotherapies for Talking Therapies and Primary Care, and the Operational Lead for Talking Therapies Services, of the level and types of psychological provision required to ensure safe and efficient service to meet demand in Richmond Talking Therapies.
2. To help develop and maintain effective links with primary healthcare services in the boroughs.
3. To help ensure, in partnership with the ICB and Community Service Line, that effective clinical governance structures, appropriate systems of clinical and professional governance including appraisals and compliance with all relevant guidelines are in place in order to provide a safe, evidence-based and effective primary care mental health service.
4. In conjunction with the Head of Psychology and Psychotherapies for NHS Talking Therapies to ensure a systematic, responsive and high quality CPD framework is in place within the service which will ensure staff are fully trained to provide the assessments and interventions recommended by NICE and the NHS Talking Therapies manual
5. In conjunction with the Head of Psychology and Psychotherapies for NHS Talking Therapies and Primary Care and the Operational Lead for NHS Talking Therapies, the Head of Service Delivery for the Community Line, and ICB commissioning managers, to plan and implement new service developments and projects to support achievement of national KPIs and local place priorities.
6. To assist the Head of Psychology and Psychotherapies for NHS Talking Therapies and Primary Care, and the Operational Lead for NHS talking Therapies in the recruitment of trainee and clinical staff to the service, ensuring that the services maintain a high level of clinical, professional competence and service effectiveness.
19. To assist the Head of Psychology and Psychotherapies for NHS Talking Therapies and Primary Care to identify training needs within Richmond Talking Therapies to assist in the planning of CPD activities and the identification and allocation of HEE funded top-up training opportunities

TEACHING, TRAINING AND SUPERVISION

10. Ensure that all NHS Richmond Talking Therapies clinical staff have access to appropriate clinical, professional and line management supervision, appraisal and systems for continuing professional development.



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11. To provide clinical and professional supervision to qualified psychologists and NHS Talking Therapies trained and accredited therapists as appropriate. This should include provision of CBT supervision to senior CBT Therapists working within the service.
12. To receive line management supervision from the Operational Lead for NHS Talking Therapies and professional from the Head of Psychology & Psychotherapies for NHS Talking Therapies and Primary Care.
13. To receive regular clinical supervision in accordance with good practice guidelines.
14. To contribute to the development and delivery of ongoing training programmes for the NHS Talking Therapies teams.
15. To ensure regular specialist clinical placements for Low and High Intensity trainee therapists, and other trainee therapists where appropriate, ensuring that they acquire the necessary skills, competencies and experience to contribute effectively to good psychological practice, and contributing to the assessment and evaluation of those competencies.
16. To provide specialist advice, consultation and training and (where agreed locally) clinical supervision to other primary care based groups and organisations.
17. To continue to develop expertise in the area of primary care mental health.
18. To be responsible to the Head of Psychology & Psychotherapies for NHS Talking Therapies and Primary Care for the development and maintenance of the highest professional standards of psychological practice through participation in internal and external CPD training and development programmes.

AUDIT, RESEARCH AND SERVICE EVALUATION

5. To work with the Head of Psychology and Psychotherapies for NHS Talking Therapies, the Service Manager for NHS Richmond Talking Therapies, and the Operational Lead for NHS Talking Therapies, in the evaluation, monitoring and development of the IAPT services, through the deployment of professional skills in research, service evaluation and audit.
6. To facilitate research and the contribution of psychological therapy staff to research within the service.
7. To utilise evidence-based literature and research to support evidence-based practice in individual work and work with other staff across the service.
8. To undertake appropriate research and provide research advice to other staff undertaking research.

MANAGEMENT, RECRUITMENT, POLICY AND SERVICE DEVELOPMENT

7. To support and and advise the Head of Psychology & Psychotherapies for Talking Therapies and Primary Care, and the Operational Lead for Talking Therapies Services, of the level and types of psychological provision required to ensure safe and efficient service to meet demand in Richmond Talking Therapies.
8. To help develop and maintain effective links with primary healthcare services in the boroughs.
9. To help ensure, in partnership with the ICB and Community Service Line, that effective clinical governance structures, appropriate systems of clinical and professional governance including appraisals and compliance with all relevant guidelines are in place in order to provide a safe, evidence-based and effective primary care mental health service.
10. In conjunction with the Head of Psychology and Psychotherapies for NHS Talking Therapies to ensure a systematic, responsive and high quality CPD framework is in place within the service which will ensure staff are fully trained to provide the assessments and interventions recommended by NICE and the NHS Talking Therapies manual
11. In conjunction with the Head of Psychology and Psychotherapies for NHS Talking Therapies and Primary Care and the Operational Lead for NHS Talking Therapies, the Head of Service Delivery



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for the Community Line, and ICB commissioning managers, to plan and implement new service developments and projects to support achievement of national KPIs and local place priorities.

12. To assist the Head of Psychology and Psychotherapies for NHS Talking Therapies and Primary Care, and the Operational Lead for NHS talking Therapies in the recruitment of trainee and clinical staff to the service, ensuring that the services maintain a high level of clinical, professional competence and service effectiveness.
13. To assist the Head of Psychology and Psychotherapies for NHS Talking Therapies and Primary Care to identify training needs within Richmond Talking Therapies to assist in the planning of CPD activities and the identification and allocation of HEE funded top-up training opportunities.

GENERAL

- This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.
- This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.
- The post holder is expected to comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities and Confidentiality of Information.
- The post holder is responsible for ensuring that the work that they undertake is conducted in a manner which is safe to themselves and others, and for adhering to the advice and instructions on Health and Safety matters given by Manager(s). If post holders consider that a hazard to Health and Safety exists, it is their responsibility to report this to their manager(s).
- The post holder is expected to comply with the appropriate Code(s) of Conduct associated with this post.
- It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computer monitors and equipment when not in use, minimising water usage and reporting faults promptly.
- South West London and St George's Mental Health NHS Trust operates a no smoking policy. The Trust has been smoke free since 01 January 2006.

Written/Updated by: Yvonne Hemmings,

Job title: Head of Psychology and Psychotherapies, NHS Talking Therapies and Primary Care

Date: 1.3.24



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PERSON SPECIFICATION

Job title:

	ESSENTIAL	DESIRABLE	HOW TESTED
TRAINING & QUALIFICATIONS	<p>Doctoral level training in clinical or counselling psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS including models of psychopathology, clinical psychometrics and (for Clinical Psychologists) neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology; or alternative training outside of the UK that is recognised by the Health & Care Professions Council leading to registration in the UK as a Clinical or Counselling psychologist</p> <p>or</p> <p>Post-graduate level training in an evidence based psychological therapy from a formally accredited course recognised by NHS Talking Therapies</p> <p>AND</p> <p>Accredited as a cognitive behavioural psychotherapist by the British Association of Cognitive & Behavioural Psychotherapies (BABCP) for a minimum period of 5 years.</p>	<p>Post-doctoral training in one or more additional specialised areas of psychological practice</p> <p>Training and/or Accredited in another NHS Talking Therapies approved evidence based psychological therapy</p> <p>(i.e., EMDR, BCT, IPT, DIT, PCE-CfD, NET)</p> <p>BABCP Supervisor's accreditation</p> <p>Formal qualification as a clinical supervisor in an NHS Talking Therapies approved evidence based therapy (i.e. EMDR, BCT, IPT, DIT, PCE-CfD, NET)</p>	<ul style="list-style-type: none"> • Application form • Interview • References • Proof of qualifications and professional registration



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<p>EXPERIENCE</p>	<p>Assessed experience of working as a qualified clinical or counselling psychologist or accredited CBT therapist for a minimum of six years, including at least 3 years post qualification experience within the designated specialty where the post is located</p> <p>Experience of working with a wide variety of clinical presentations. This will include a wide variety of severity across different care settings including outpatient, community and primary care.</p> <p>Experience of working in an effective time-limited manner with adults, including the use of Cognitive-Behavioural Therapy and/or other evidence based therapies.</p> <p>Experience of exercising full clinical responsibility for clients' psychological care and treatment, both including within the context of a multidisciplinary care plan</p> <p>Experience of teaching, training and/or professional and clinical supervision.</p> <p>The ability to meet agreed/specified service targets.</p> <p>A proven ability to communicate clearly in difficult and complex situations.</p> <p>Experience of developing and implementing service policies and procedures</p> <p>Skills in the use of complex methods of psychological assessment and intervention/ management. This will frequently require sustained and intense concentration.</p>	<p>Experience of representing psychological therapies within the context of multi-disciplinary care</p> <p>Experience of assessing and treating clients across a range of care settings, including primary care.</p> <p>Experience of training others in CBT and/or other NHS Talking Therapies approved modalities</p> <p>Experience of managing psychological therapy and other support staff</p> <p>Experience of service development.</p> <p>Experience of professional management of qualified and pre-qualification applied psychologists.</p> <p>Experience of multiprofessional management of teams or services.</p> <p>Experience of the application of psychology in different cultural contexts.</p> <p>Experience of the full range of professional management activities, including defining appropriate establishments, grading and recruitment procedures, performance and appraisal.</p> <p>Experience of the application of psychology in different cultural contexts.</p> <p>Experience in working with translators</p>	<ul style="list-style-type: none"> • Application form • Interview • References • Assessment
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<p>KNOWLEDGE & SKILLS</p>	<p>Knowledge and skills of the application of CBT within adult populations.</p> <p>Well-developed skills in the ability to communicate effectively, orally and in writing, highly technical, and clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.</p> <p>The ability to demonstrate leadership and management skills including knowledge and skills gained in managing qualified and unqualified psychological therapists</p> <p>Ability to manage, supervise and co-ordinate the work of psychological therapists and other staff within the service.</p> <p>Skills in providing consultation to other professional and non-professional groups</p> <p>Knowledge of legislation in relation to the client group and mental health</p> <p>Evidence of continuing professional development as recommended by the BPS, HCPC or psychological therapy accrediting body (e.g. BABCP).</p> <p>Formal training in supervision of other psychologists and other psychological therapists.</p> <p>Enthusiasm for developing psychological therapy in a broad range of settings and addressing the opportunities of integration.</p>	<p>Well-developed knowledge of the theory and practice of specialized psychological therapies in specific difficult to treat groups (e.g. personality disorder, dual diagnoses, people with additional disabilities etc).</p> <p>Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of psychological therapy.</p> <p>Highly developed knowledge of the theory and practice of highly specialised psychological therapies and assessment methodologies.</p> <p>Knowledge of models and/or strategies of management and leadership.</p>	<ul style="list-style-type: none"> • Application form • Interview • References Assessment
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<p>PERSONAL</p>	<p>Good organizational skills and an ability to exercise appropriate levels of self-care and to monitor own state, recognizing when it is necessary to take active steps to maintain fitness to practice.</p> <p>Ability to lead and interact effectively within a multi-disciplinary team to foster good working relationships.</p> <p>To have regard for others and respect of individual rights of autonomy and confidentiality.</p> <p>Ability to identify, and employ, as appropriate, clinical governance mechanisms for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.</p> <p>Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings</p>	<p>Fluent in languages other than English</p>	<ul style="list-style-type: none"> • Interview
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OTHER	<p>Enthusiasm and interest in models of service delivery in primary care, and an ability to articulate the value added by psychology therapy services within the context of multi-disciplinary mental health services.</p> <p>Ability to identify provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours.</p> <p>Thorough understanding of NICE guidelines as relevant to Primary Care and conceptual framework of cognitive behavioural therapy and ability to support others in adherence to this framework.</p> <p>Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours.</p> <p>Ability to identify, and employ, as appropriate, clinical governance mechanisms for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.</p> <p>Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.</p> <p>Ability to clearly articulate the role of psychological therapy in primary care based upon a good understanding of the framework of government and national professional policy.</p>	<p>A commitment to the evaluation of services, enthusiasm for both multiprofessional and uniprofessional audit, and a wish to continue to develop expertise in the service area.</p>	<ul style="list-style-type: none"> • Interview
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