

## Job Description and Person Specification

Job Title: CBT Psychotherapist/ Clinical/Counselling Psychologist



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## Job Description

**JOB TITLE: CBT Psychotherapist/ Clinical/Counselling Psychologist**

**BAND: 7**

**CARE GROUP: CRSS**

**DEPARTMENT: At Risk Mental State Service (ARMS)**

**HOURS OF WORK: 37.5 hours/week**

**RESPONSIBLE TO: Senior/Principal Therapist/Psychologist**

**ACCOUNTABLE TO: Lead for Psychological Practice**

**BASE: As per advert**

### **JOB PURPOSE:**

To participate in the provision of psychological services to people aged 14-35 years with an At Risk Mental State and their families within the localities served by the Kent and Medway NHS and Social Care Partnership Trust.

In particular:

- To be responsible for the systematic provision of ARMS Psychological Therapies or interventions to people with an At Risk Mental State.
- To undertake high quality direct (assessment and therapeutic) and indirect (consultative, advisory and evaluative) specialist psychology interventions (including CBT/CBTp & family Interventions) in these services making autonomous clinical decisions about own professional practice.
- To work collaboratively as part of the multi-professional team and use psychological knowledge and skills to enhance the therapeutic practice of the team.
- To support trainee placements and offer supervision where appropriate.
- To ensure the clinical effectiveness of own practice and of service functioning by undertaking audit and development activities relevant to the service area.

### **KEY RESULT AREAS:**

#### **A. CLINICAL**

1. To provide specialist psychological assessment of clients with an At Risk Mental state and to their families, utilising information from a broad range of structured psychometric and semi-structured clinical methodologies and integrating it into a psychological formulation of the

client and the psychosocial environment, drawing on a range of psychological theoretical perspectives.

2. To formulate and implement plans of specialist psychological treatment or management of client's mental health problems based on a multi-factorial psychological understanding and current evidence-based best practice.
3. To undertake a range of psychological interventions, drawing on a range of psychological models (including CBT/CBTp) and employing a range of modalities (individual, family and group) adapted and tailored to the needs of the individual and the context and ongoing evaluation of the outcomes of the intervention.
4. To be responsible for providing a specialist psychological perspective in the multi-disciplinary assessment of service users and their families.
5. To contribute highly specialist psychological advice to the multi-disciplinary formulation of appropriate therapeutic approaches or intervention plans, and to be involved in, or oversee specialist psychological aspects of their implementation in collaboration with other staff.
6. To undertake psychologically based risk assessment and risk management for relevant clients and provide advice on the psychological aspects of risk to the multi-disciplinary team.
7. When appropriate to consult with and provide specialist psychological guidance to carers and families of service users.
8. To exercise autonomous professional judgement and responsibility for the psychological management of clients on own caseload.

**B. TEACHING/TRAINING/SUPERVISION/CONSULTATION**

1. To teach and supervise psychological knowledge and skills to trainees and other professions.
2. To be responsible for regularly consulting to and advising colleagues from other professions on psychological assessment and treatment methods in the multi-disciplinary forums within the service.
3. To teach, advise and consult with carers and community groups on psychological elements of mental health problems and their care.
4. To participate in the specialist training/supervision of other psychological therapists in collaboration with senior psychologist, as appropriate.

**C. EVALUATION/RESEARCH/DEVELOPMENT**

1. To remain informed of and critically evaluate current research to support evidence-based practice in own professional work and to contribute this perspective in the multi-disciplinary team.
2. To contribute to project management of complex audit, assisting colleagues to develop service provision.
3. To contribute to the evaluation of ARMS and Psychological Therapies by participating in service-related research and evaluation projects, as agreed with the service manager & psychological therapies lead.

**D. PROFESSIONAL/ADMINISTRATIVE**

1. To participate in regular clinical supervision receiving professional support appropriate to the grade and to negotiate further specialist supervision, development and training with the Psychological Therapies Lead.
2. To work within the Code of Ethics and the relevant professional practice guidelines of the relevant recognised professional body and the professional guidance framework of the Trust.
3. To work within the framework of the policies and procedures of the Trust.
4. Ensure that a Duty of Candour is maintained with service users/carers at all time.
5. To be responsible for the relevant data collection on work activities, as required, and to maintain a high standard of clinical record keeping.
6. To participate fully in supporting the activities of the ARMS and Psychological Therapies Services within the Trust, including attending relevant meetings.
7. To keep abreast of developments in the area of Clinical/Counselling Psychology/Psychotherapy including particularly in the field of At Risk Mental State & EIP.
8. To carry out such other duties as the Service Manager and Psychological Therapies lead may reasonably request.



**JOB SUMMARY:**

The ARMS service is newly established to provide care to those presenting with At Risk Mental States within Kent and Medway. The service is distinct from, but will sit alongside the Early intervention in psychosis service. The CBT therapist/psychologist will take a central role in providing evidence based psychological assessments, formulations and interventions for ARMS clients. Support, training and supervision will be provided to enhance the psychologically informed work of ARMS colleagues.

**ENVIRONMENT:**

1. To sit in a constricted position and maintain intense focussed concentration during clinical tasks (i.e. much of the time).
2. Capacity to manage frequent exposure to highly distressing and emotive situations and disclosures.
3. Capacity to tolerate frequent exposure to unpredictable working conditions including demanding, verbally aggressive clients and deal with physical aggression appropriately.
4. To have an ability to contain and work with organisational stress and ability to 'hold' the stress of others.
5. It will be necessary to travel to other sites across Kent and Medway and therefore the ability to travel is essential. Some contacts will be held remotely.

**COMMUNICATIONS AND WORKING RELATIONSHIPS:**

1. To participate in multi-disciplinary meetings concerned with the delivery and development of clinical services and contribute a psychological perspective as appropriate.
2. To advise service and professional management on areas where issues of psychological needs should be addressed.
3. To develop and maintain good communication links with the NHS, Social Services and other agencies working in the area of Adult Mental Health.

**HEALTH AND SAFETY:**

The post holder will be required to observe local Health and Safety arrangements and take reasonable care of him/herself and persons that may be affected by his/her work.

**SAFEGUARDING:**

All staff have a duty to identify, report and record incidents of potential or actual abuse. This statement applies whether the victim is an adult or child. All queries will be addressed by the Trust Safeguarding Team.

**PERFORMANCE REVIEW:**

This job description will be used as a basis for individual performance review between the post holder and the Manager.

The job description covers only the key result areas, and as such does not intend to provide a comprehensive list of objectives. Specific objectives will be reviewed each April, and may develop to meet the changing needs of the service.

The post holder will need to take due account, in the way they achieve the key result areas of Trust policies and procedures.

The Trust aims to maintain the goodwill and confidence of its own staff service and users and the general public. To assist in achieving the objective it is essential that at all times, employees carry out their duties in a courteous and sympathetic manner.

The post holder will carry out their duties in accordance with the Trust Equal Opportunities Policy respecting the differing backgrounds of colleagues and clients.

**CONTINUOUS IMPROVEMENT:**

The Kent and Medway NHS and Social Care Partnership Trust has adopted a strategy for Continuous Improvement and all members of staff employed by the Trust are expected to play an active role in development and improving services to the benefit of patients.

**THE TRUST'S MISSION STATEMENT:**

To put patients first by providing community based, high quality and responsive healthcare services, delivered by well trained and supported staff who work with relatives, carers and other agencies in the best interests of patients.

**STATEMENT OF THE TRUST'S AIMS AND VALUES:**

- To remain patient focused at all times by providing high quality and responsive healthcare services in hospitals and the community.
- To work closely with patients, their families, carer groups, local communities and other organisations ensuring care is co-ordinated.

- To respect and develop every member of staff by encouraging and supporting them in their personal and professional development and by valuing their input through recognition and individual reviews.
- To be innovative and proactive by encouraging staff to initiate new ideas in working practices and ensuring a process and continuous improvement in the way services are provided.
- To provide best practice and value-for-money by reviewing and evaluating services and sharing information internally and externally.

**CONFIDENTIALITY:**

The Kent and Medway NHS and Social Care Partnership Trust employees are required to ensure that information about patients is safeguarded to maintain confidentiality and is kept securely in accordance with NHS requirements of 1999. (The Caldicott Committee's Report on the review of patient-identifiable information 1997, & HSC/1999/012). This means that patient information can only be passed to someone else if it contributes to the provision of care or the effective management of health care services within the Trust.

**ORGANISATION CHART:**

Head of Service, Community Recovery Specialist Service

|  
Lead for Psychological Practice (EIP, Rehab & Liaison Services)

|  
ARMS Psychology Lead/Senior Therapist-----ARMS Service Manager

|  
**POST**

**JOB DESCRIPTION AGREEMENT:**

**Job Holder's Signature:**

**Date:**

**Manager's Signature:**

**Date:**

## Person Specification

### Knowledge, Skills, Training and Experience

	Essential	Desirable
<b>Training, Qualifications and Registration</b>	<p><b>For Psychologists:</b> Post-graduate doctorate in clinical/counselling psychology, including specific models of psychopathology, clinical psychometrics, two or more distinct psychological therapies and lifespan developmental psychology, as accredited by BPS and current registration with HCPC.</p> <p><b>For CBT Psychotherapists:</b> Specialist post graduate training to Masters level or equivalent in CBT Psychotherapy leading to accreditation/registration with BABCP. Professional background in a mental health discipline to at least first-degree level (for example, nursing, psychology, occupational therapy, social work, psychiatric medicine). Eligibility for registration with own core profession</p> <p>Relevant specialist training in the skills required for the specialty area (psychosis, CBTp, Family Intervention)</p>	
<b>Experience</b>	<p>Experience of minimum of 50 hours specialist clinical supervision in this area of practice.</p> <p>Good experience of working with a wide variety of client groups, across the whole life course and presenting with the full range of clinical severity across the full range of care settings including outpatient, community, primary care, and in-patient settings.</p> <p>Specialist experience of psychological approaches to helping people with mental health problems (e.g. those with psychosis, depression, personality disorders, and trauma).</p> <p>Experience of exercising full clinical responsibility for clients' psychological care</p>	<p>Recent experience in EIP and/or CHYPPS.</p> <p>Experience of the application of psychology in different cultural contexts</p>



	<p>and treatment, both as a lead HCP and also within context of a multidisciplinary care plan.</p> <p>Experience and effective skills in multidisciplinary team working and inter-agency collaboration.</p> <p>Experience providing consultation to other professional and non-professional groups.</p> <p>Experience of providing teaching and training to staff.</p> <p>Good experience of working with individuals, families and groups</p> <p>Experience of liaising with staff and managers within other sectors of the health and social care systems.</p> <p>Experience in undertaking clinically related research/audit.</p>	
<b>Knowledge and Skills</b>	<p>Well developed skills in the ability to communicate effectively, orally and in writing, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.</p> <p>Ability to analyse and manage complex multi-factorial clinical information from a range of sources integrating it into a formulation utilising a variety of psychological perspectives.</p> <p>Ability to work and communicate therapeutically with clients and their families consistent with their level of understanding, culture, background and preferred ways of communicating.</p> <p>Ability to keep accurate and complete records of activities and communications consistent with legislation, policies and procedures.</p> <p>Ability to alert line manager/team when delivery, policies and strategies are adversely affecting users of services or the public.</p>	

	<p>Ability to organise own workload effectively, prioritising a complex range of tasks and responsibilities to meet agreed deadlines.</p> <p>Adequate keyboard skills and sound understanding of I.T. packages.</p> <p>Ability to travel in a timely manner is essential (subject to DDA) and access to your own transport is desirable.</p> <p>Post graduate level knowledge of research design and methodology</p> <p>Knowledge of legislation and its implications for both clinical practice and professional management in relation to the client group and mental health.</p> <p>Evidence of continuing professional development as recommended by the BPS/HPCPC /BABCP.</p>	
<b>Personal</b>	<p>Shows compassion and caring in interactions with others.</p> <p>Ability to sit in a constricted position and maintain intense focussed concentration during clinical tasks (i.e. much of the time).</p> <p>Capacity to manage and tolerate exposure to unpredictable working conditions and highly distressing emotive situations.</p> <p>Ability to contain and work with organisational stress and ability to 'hold' the stress of others</p>	
<b>Other</b>	<p>Ability to work within Professional Guidelines and work within the philosophy of Person Centred/Relational Care and Recovery principals.</p> <p>Is aware of and values the contribution of other professionals/stakeholders.</p> <p>Must be capable of taking substantial professional responsibility and acting autonomously in respect of clinical decisions in their area of practice</p>	