

## JOB DESCRIPTION

<b>JOB TITLE:</b>	<b>Lead Psychologist for Community Psychology Team</b>
<b>BAND:</b>	<b>8b</b>
<b>DEPARTMENT:</b>	<b>Adult MH Psychology</b>
<b>DIRECTORATE:</b>	<b>Tower Hamlets</b>
<b>REPORTING TO:</b>	<b>Consultant Lead Psychologist for Tower Hamlets</b>
<b>ACCOUNTABLE TO:</b>	<b>Consultant Lead Psychologist for Tower Hamlets</b>

### JOB SUMMARY

Are you passionate about community psychology? Do you have a track record of developing interventions with community partners? Do you want to lead a service that makes a difference? If so, we want to hear from you.

The Community Psychology Team in Tower Hamlets has gone from strength to strength. It has recruited a team of psychological professionals and peer support workers and begun working alongside a range of community organisations: developing relationships and providing co-produced interventions, based on local need. The team is looking for a lead to continue and develop its unique contribution to borough-wide services and the residents of Tower Hamlets.

The lead will support and guide the team to collaboratively strengthen community resources; improve accessibility and cultural relevance of psychological therapies for local communities, and facilitate engagement of service users with community resources. They will also be an ambassador for this work within the local, regional and wider systems – leading effective change within mental health pathways.

The successful candidate will provide highly specialised knowledge, skills and leadership to the team and adjacent services in Tower Hamlets. Ensuring that co-production, community psychology principles and the contributions of peer support guide the team's development.

As the team's lead, you will operationally manage, oversee the clinical work and ensure that professional standards are adhered to. The activities of the team include a blend of community engagement activities – fostering relationships with community organisations and within services; co-producing collective interventions and ensuring the effective delivery of 1:1 psychologically informed interventions and peer support activities. You will also have a role developing links with the transformation of community mental health services and contributing the borough's psychological services as a lead.

### KEY RESPONSIBILITIES

To lead on the operational management, clinical and professional governance of a team that:

- forges effective links and working relationships with key members of local community groups to understand their needs with regards to provision of psychological treatments and to facilitate improved access to psychological treatments for local communities
- engages in a consultation process with key contacts from local community groups about current provision and ways to improve access to psychological treatments for their community
- promotes and enhances psychological treatment capability where appropriate within these organisations, in culturally appropriate ways
- investigates how models of psychological treatment and modes of delivery can be utilised to increase access for all parts of the community
- establishes whether/ what training in psychological treatments is needed and facilitate its delivery in collaboration with Tower Hamlets Psychology Department
- sets up supervision arrangements within these organisations as appropriate
- provides regular ongoing feedback from on-going consultation in to ELFT services and wider audiences

To ensure the systematic provision of a high-quality specialist clinical psychology service to patients.

To supervise, support and co-ordinate the psychological assessment and interventions provided by team members who provide psychologically based care and treatment.

To work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice within the service.

To utilise research skills for audit, policy and service development and research. To propose and implement policy changes within the area served by the service.

The post holder will take delegated responsibility for the recruitment, selection and retention of team members. In addition, the post holder will be able to lead investigations of complaints, grievances, capability and disciplinary procedures as required by senior managers.

The post holder will offer well developed highly specialist psychological assessments, psychological formulations and delivery of psychological interventions to the communities we serve.

Service users seen by team will include those who have experienced high levels of distress and complex mental health difficulties. Service users may present with a high level of risk to both themselves and sometimes to other people.

We welcome interested applicants to contact us to find out more about this exciting opportunity.

**For further details / informal visits contact:**

Elliott White (Consultant Lead Psychologist for London Borough of Tower Hamlets):  
Elliottwhite@nhs.net / 07769403534

## MAIN DUTIES AND RESPONSIBILITIES

Clinical	<ul style="list-style-type: none"> <li>- Set up and oversee the provision of community engagement activities for clients from community groups; including individual and group input</li> <li>- Provide specialist psychological assessments of patients referred to the service based upon the appropriate use, interpretation and integration of complex psychological data from a variety of quantitative and qualitative sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with patients and others involved in their care.</li> </ul> <p>This can include the interpretation and explanation of the results of cognitive and neuropsychological tests in the context of the patient's circumstances and current difficulties and the communication of these findings to those involved in the network of care and in care planning.</p> <ul style="list-style-type: none"> <li>- Formulate and implement plans for the specialist psychological treatment and/or management of patients' mental health problems, based upon an appropriate conceptual framework of those problems derived from a broad theoretical knowledge of psychology, and employing methods based upon evidence of proven efficacy, across the full range of care settings.</li> <li>- Be responsible for implementing a range of specialist psychological interventions for individual patients, carers and groups, within and across services employed singly and in combination, adjusting and refining psychological formulations as practice and experience demand, and drawing upon different explanatory models to maintain a number of provisional hypotheses.</li> <li>- Evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical, development and cultural processes and systems which have shaped the individual, family or group.</li> </ul>
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	<ul style="list-style-type: none"> <li>- Be responsible for providing and receiving highly complex, sensitive, distressing and emotional information in relation to mental and physical health issues, where there are often difficulties in terms of acceptance or understanding.</li> <li>- Communicate across language and cultural barriers, including working for sustained periods of time by communicating with patients, carers or groups through professional interpreters or advocates.</li> <li>- Spend sustained amounts of time with individuals who may be aggressive and hostile, who may have poor communication and/or self care skills and special physical and/or mental needs.</li> <li>- Exercise autonomous professional responsibility for the assessment, treatment, discharge and onward referral of patients whose problems are managed by psychologically - based standard care plans.</li> <li>- Be responsible for recording, monitoring and reporting on clinical work and communicating, in a skilled and sensitive manner, complex clinical information (including assessment, formulation, treatment plans and progress) to a variety of recipients (e.g. patients, carers, other professionals, formal panels, statutory and voluntary organisations) orally, in writing and electronically.</li> <li>- Undertake risk assessment and risk management for individual patients as appropriate.</li> <li>- Act as care co-ordinator, where appropriate, taking responsibility for initiating, planning and review of care plans under CPA, including communicating with patients, carers, referrers and others involved in the network of care.</li> </ul> <p><b>Indirect</b></p> <ul style="list-style-type: none"> <li>- Establish effective working relationships with key personnel within community groups and organizations. Facilitate dialogue about improving access to psychological treatments and to investigate how models of psychological treatment and modes of delivery can be utilised to establish sustained changes.</li> <li>- Monitor, record and analyse all information gathered during the consultation and to provide regular and effective feedback to existing services with the aim of mainstreaming more culturally competent practices.</li> <li>- Provide specialist psychological advice, supervision, guidance and consultation to other professionals contributing directly to the formulation and treatment plans of individual patients; including advice on psychological aspects of risk assessment and risk management.</li> <li>- Employ a broad theoretical knowledge of psychology and specialist clinical skills to develop and support the psychological skills of others (including assistant, trainee and qualified psychologists, and members of other staff groups) through the development and delivery of teaching, training and supervision programmes.</li> <li>- Ensure that all members of the relevant service have access to a psychologically based framework for the understanding and care of patients referred to the service, through the provision of advice and consultation and the dissemination of psychological research and theory. This includes ensuring that a psychological perspective is provided in a wide range of settings where patient care is discussed, planned and organised.</li> </ul>
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	<ul style="list-style-type: none"> <li>- Ensure the provision of advice, consultation, training and clinical supervision to other members of and staff working within the specialism across a range of agencies and settings, where appropriate, particularly in terms of the provision of psychologically-based interventions.</li> <li>- Be responsible for the systematic governance of psychological practice within the service/team.</li> <li>- Ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes.</li> <li>- Ensure the development and articulation of best practice in psychology within the service area and contribute across the service by exercising the skills of a reflexive and reflective scientist practitioner, taking part in regular clinical and professional supervision and appraisal and maintaining an active engagement with current developments in the field of clinical psychology and related disciplines.</li> <li>- Maintain and promulgate the highest standard of clinical record-keeping including electronic data-entry and recording, report-writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the British Psychological Society and Trust policies and procedures.</li> <li>- Maintain up-to-date knowledge of local resources and service/professional links, legislation, national and local policies and issues in relation to both the specific service and mental health generally.</li> <li>- Use and maintain knowledge and understanding of the work and approaches of other key disciplines, professions and agencies involved in the care and management network, including medication and physical health issues, employment, social, educational and criminal justice systems.</li> </ul>
Operational	<ul style="list-style-type: none"> <li>- Ensure the development of a high-quality, responsive and accessible psychology service, including both the service and professional management of those aspects of the service where psychological and/or organisational matters need addressing.</li> <li>- Exercise delegated responsibility for managing the resources available to the service, whether in the form of other qualified and unqualified psychology staff, or in the form of psychological materials employed in the assessment and treatment of individual patients or groups. This includes co-ordination of psychology activities, clinical workload and waiting lists as appropriate.</li> <li>- Take the psychology lead, as a senior clinician, in the evaluation, monitoring and development of the service's operational policies and procedures through the exercise of professional skills in research, service evaluation and audit, and ensuring incorporation of psychological frameworks for understanding and provision of high quality care.</li> <li>- Act as principal advocate for and representative of psychology services within the service and identify, propose and initiate changes to psychology and/or organisational practice and procedures in discussion with psychology and service management and in the context of both local and national developments.</li> <li>- To continue to work with all stakeholders to monitor ongoing and/or unmet service need.</li> <li>- To meet regularly with the Consultant Lead Psychologist for Tower Hamlets who will provide supervision and support for this role.</li> <li>- To be responsible for providing accurate and timely clinical information as required</li> <li>- To make full use of Trust electronic record systems which include Electronic Patient Record Systems, Electronic Staff Record systems (e.g. Appraisal and supervision records) and other Assurance systems such as Incident recording (Datix).</li> <li>- Use information technology in line with Trust and NHS information governance requirements, and maintain up to date knowledge of systems</li> </ul>

	<p>and governance requirements.</p> <ul style="list-style-type: none"> <li>- To make full use of available teleconferencing and electronic diary scheduling facilities.</li> <li>- Collate and report on information across service area using information systems to a high standard.</li> <li>- Prepare and present teaching materials and presentations to a professional level including the use of video conferencing, audio visual packages and data visualisation.</li> <li>- To develop and advise on accessible sources of information for service users and elicit their views on services. To ensure that user involvement is considered and addressed within all aspects of service provision and delivery.</li> <li>- To ensure appropriate systems are developed to provide specialist clinical placements for trainee psychologists, therapists and medical staff, ensuring that they acquire the necessary clinical and research skills where appropriate, and competencies and experience to contribute effectively to good psychological practice, and contributing to the assessment and evaluation of those competencies</li> </ul>
Management and Human Resources	<ul style="list-style-type: none"> <li>- Agree work/caseload levels with Consultant Lead Psychologist, and manage own workload to meet expected activity levels.</li> <li>- Exercise line management and supervision responsibility, delegated where appropriate, for other psychologists, psychological therapists, trainee psychological therapists and assistants in the service and agreed with team manager, where appropriate.</li> <li>- Participate in appraisal and development planning, identifying and agreeing training needs for self and for other staff as required.</li> <li>- Maintain up to date knowledge of relevant legislation, national and local policies and issues in relation to the provision of services.</li> <li>- Take a lead and support service development and quality improvement initiatives within the directorate, in line with directorate priorities and in response to identified local need.</li> <li>- Attend regular psychological therapy meetings to develop and maintain high standards of professional knowledge and practice in services.</li> <li>- Attend multidisciplinary team meetings related to service governance and development as required.</li> <li>- Lead and support HR investigations held under the Complaints, Disciplinary, and Competency policies.</li> </ul>
Performance and Quality	<ul style="list-style-type: none"> <li>- Support systems for evaluation, monitoring and development of the directorate's psychological therapies services to ensure services are delivered in line with Trust policies, national guidance and evidence based practice.</li> <li>- Use skills in undertaking research, audit and evaluation analyse and interpret highly complex data, identifying trends and opportunities for improvement.</li> <li>- Lead, develop and implement service related Quality Improvement and/or academic research or service evaluation projects, and advise/support other staff undertaking research and evaluation activities. Ensure that relevant clinical research, service evaluation and audit are undertaken in accordance with national and local NHS and professional requirements.</li> </ul>
Financial and Physical Resources	<ul style="list-style-type: none"> <li>- Take delegated responsibility for the management of the service budget.</li> <li>- Contribute to the responsible management of equipment and resources required for the ongoing provision of a high standard of psychological service to the directorate.</li> </ul>
Teaching, training and supervision	<ul style="list-style-type: none"> <li>- Use a theoretical knowledge base and specialist clinical skills to support the psychological skills of others (assistant, trainee and other psychologists and members of other staff groups) via the development and delivery of teaching, training, supervision, support and consultation</li> </ul>



	<p>across the service.</p> <ul style="list-style-type: none"> <li>- Comply with governance systems in place for the provision and monitoring of clinical and professional supervision of qualified and unqualified psychological practitioners across the directorate.</li> <li>- Ensure practice within relevant guidelines for professional practice (BPS/HCPC/BABCP etc).</li> <li>- Provide well-developed and highly skilled consultation, teaching, training and (where agreed) clinical supervision to other multidisciplinary professionals for their provision of psychologically-based interventions for service users.</li> <li>- Ensure the personal development, maintenance and development of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes.</li> </ul>
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### **JOB DESCRIPTION AGREEMENT**

This job description is intended as a guide to the main duties of the post and is not intended to be a prescriptive document. Duties and base of work may change to meet the needs of the service or because of the introduction of new technology. This job description may be reviewed from time to time and changed, after consultation with the postholder.

### **Statement on Employment Policies**

In addition to the requirement of all employees to co-operate in the implementation of Employment related policies, your attention is drawn to the following individual employee responsibilities:-

<b>Health and Safety</b>	Under the Health & Safety at Work Act 1974 it is the responsibility of individual employees at every level to take care of their own health and safety at work and that of others who may be affected by their acts at work, and to co-operate with management in complying with health and safety obligations, particularly by reporting promptly any defects, risks or potential hazards.
<b>Equal Opportunities</b>	<p>ELFT is committed to equality of opportunity for all employees, job applicants and service users. We are committed to ensuring that no one will be discriminated against on the grounds of race, colour, creed, ethnic or national origin, disability, religion, age, sex, sexual orientation or marital status. The Trust commits itself to promote equal opportunities and value diversity and will keep under review its policies, procedures and practices to ensure that all employees, users and providers of its services are treated according to their needs.</p> <p>For management posts, to ensure that within their service area fair employment practice and equality of opportunity are delivered.</p>
<b>Dealing With Harassment/ Bullying In The Workplace</b>	<p>The Trust believes employees have the right to be treated with respect and to work in a harmonious and supportive working environment free from any form of harassment and / or bullying.</p> <p>The Trust has taken positive steps to ensure that bullying and harassment does not occur in the workplace and that procedures exist to resolve complaints as well as to provide support to staff. It is your responsibility as an employee to abide by and support these steps so all employees can work in a harmonious, friendly and supportive working environment free of any harassment or intimidation based on individual differences.</p> <p>Disciplinary action will be taken against any member of staff found to be transgressing the Harassment and Bullying Policy.</p>
<b>No Smoking</b>	To refrain from smoking in any of the organisations premises not designated as a smoking area. 'East London Foundation Trust is a

	Smokefree Trust – this means that staff must be smokefree when on duty or otherwise in uniform, wearing a badge or identifiable as ELFT staff or undertaking trust business.'
<b>Alcohol</b>	To recognise that even small amounts of alcohol can impair work performance and affect ones ability to deal with patients and the public in a proper and acceptable manner. Consumption of alcohol during work hours in not permitted.
<b>Confidentiality</b>	<p>As an employee of the Trust the post-holder may have access to confidential information. The postholder must safeguard at all times, the confidentiality of information relating to patients/clients and staff and under no circumstances should they disclose this information to an unauthorised person within or outside the Trust. The post-holder must ensure compliance with the requirements of the Data Protection Act 1998, Caldicott requirements and the Trust's Information and IM&amp;T Security Policy.</p> <p>To safeguard at all times, the confidentiality of information relating to patients/clients and staff.</p>
<b>Data Protection Act</b>	To maintain the confidentiality of all electronically stored personal data in line with the provision of the Data Protection Act.
<b>Data Protection – Your Data</b>	<p>As part of your employment with East London Foundation Trust, we will need to maintain personal information relating to your work on your personal file. You have a right to request access to your personal file via the Human Resources Department.</p> <p>To carry out as per Data Protection Act responsibilities with regard to the access and Health Records Act 1990.</p>
<b>Safeguarding</b>	All employees must carry out their responsibilities in such a way as to minimise risk of harm to children, young people and adults and to safeguard and promote their welfare in accordance with current legislation, statutory guidance and Trust policies and procedures. Employees should undertake safeguarding training and receive safeguarding supervision appropriate to their role.
<b>Service User and Carer Involvement</b>	ELFT is committed to developing effective user and carer involvement at all stages in the delivery of care. All employees are required to make positive efforts to support and promote successful user and carer participation as part of their day to day work.
<b>Personal Development</b>	Each employee's development will be assessed using the Trust's Personal Development Review (PDR) process. You will have the opportunity to discuss your development needs with your Manager on an annual basis, with regular reviews.
<b>Clinical Governance</b>	<p>As an employee of the trust you are expected to support the Trust's clinical governance framework for monitoring and improving standards of care. You must do this by:-</p> <ul style="list-style-type: none"> <li>• taking part in activities for improving quality</li> <li>• identifying and managing risks</li> <li>• maintaining your continuous professional development</li> </ul>
<b>Professional Standards</b>	To maintain standards as set by professional regulatory bodies as appropriate.
<b>Conflict of Interests</b>	You are not precluded from accepting employment outside your position with the Trust. However such other employment must not in any way hinder or conflict with the interests of your work for the Trust and must be with the knowledge of your line manager.
<b>Risk Management</b>	Risk Management involves the culture, processes and structures that are directed towards the effective management of potential opportunities and adverse effects. Every employee must co-operate with the Trust to enable all statutory duties to be applied and work to standards set out in the Risk Management Strategy.
<b>Personal and Professional Development/Investors in</b>	The Trust is accredited as an Investor in People employer and is consequently committed to developing its staff. You will have access

<b>People</b>	to appropriate development opportunities from the Trust's training programme as identified within your knowledge and skills appraisal/personal development plan.
<b>Infection Control</b>	<p>Infection Control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of all Healthcare Associated Infections including MRSA. In particular, all staff have the following key responsibilities: Staff must observe stringent hand hygiene. Alcohol rub should be used on entry to and exit from all clinical areas. Hands should be washed before and after following all patient contact. Alcohol hand rub before and after patient contact may be used instead of hand washing in some clinical situations.</p> <p>Staff members have a duty to attend infection control training provided for them by the Trust as set in the infection control policy. Staff members who develop an infection that may be transmissible to patients have a duty to contact Occupational Health.</p>

## PERSON SPECIFICATION

<b>JOB TITLE:</b>	Lead Psychologist for Community Psychology Team
<b>BAND:</b>	8b
<b>DEPARTMENT:</b>	Adult MH Psychology
<b>DIRECTORATE:</b>	Tower Hamlets
<b>REPORTING TO:</b>	Consultant Lead Psychologist for Tower Hamlets
<b>ACCOUNTABLE TO:</b>	Director of Psychology

ATTRIBUTES	CRITERIA	ESSENTIAL/ DESIRABLE	SELECTON METHOD (S/I/T)
<b>Education/ Qualification/ Training</b>	<p>Post Graduate Doctoral level training in Clinical or Counselling Psychology or equivalent accredited by the British Psychological Society (BPS).</p> <p>Or</p> <p>Have an NHS Core Profession (Nurse, Allied Health Profession, Medical Doctor, Social Worker) or demonstrable equivalent knowledge, skills and attitudes.</p> <p>And</p> <p>Have completed a minimum of one year of recognised full-time (or equivalent part-time) psychological therapy or counselling training leading to a qualification, certification or accreditation recognised by a relevant professional or regulatory body plus relevant specialist short courses.</p> <p>Or</p> <p>Have completed an equivalent training abroad as recognised by NARIC and written and oral English sufficient for their work</p>	E	S



	<p>Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.</p> <p><u>Training specifically including:</u>  Models of psychopathology, clinical psychometrics and Neuro-psychology, two or more distinct psychological therapies, three or more supervised clinical placements (including lifespan developmental psychology and mental health specialisms) and research skills.</p> <p>Either: Recognised qualification or training in psychotherapy supervision or  Clinical supervision training for doctoral clinical /counselling psychology trainees.</p> <p>Registered with the Health and Care Professions Council (HCPC)</p>		
	<p>Accreditation by one or more of:  The British Association of Behavioural and Cognitive Psychotherapies (BABCP); Association for Cognitive Analytic Therapy, British Society of Couple Psychotherapists and Counsellors; British Psychoanalytic Council; UK Council for Psychotherapy.</p> <p>Relevant management / leadership training certificate.</p> <p>Training in Project Management</p>	D	S
<b>Experience</b>	<p>Experience of work in a multi-cultural setting, including working with interpreters.</p> <p>Experience of developing relationships with a range of community stakeholders towards the co-development of service provision</p> <p>Assessed experience of working as a qualified Clinical or Counselling psychologist at a highly specialist level, or assessed experience of working as a qualified psychotherapist, preferably in the NHS or similar public health provider.</p> <p>Experience of working in community mental health services and multidisciplinary settings</p> <p>Highly developed communication skills at overcoming barriers to understanding and acceptance.</p> <p>Skills in providing advice and consultation to other professional and non-professional groups.</p> <p>Working knowledge of the practices and approaches of other key disciplines, professions and agencies involved in the care and management network, including medical, employment, social, educational and criminal justice systems.</p>	E	S/I

	<p>Experience of service coordination.</p> <p>Experience of co-production of services.</p> <p>Demonstrate further specialist experience through CPD including supervised practice supplemented with other activities such as training, self-directed study and conferences relevant to the current state of the speciality.</p> <p>Experience of:  <u>Clinical</u>  The principles and implementation of the CPA process.</p> <p>Providing specialist psychological assessment, including cognitive and neurological assessment, and treatment of patients utilising at least two main models as appropriate across the full range of care settings and clinical severity including outpatient, community, primary care and inpatient.</p> <p>Working with a wide variety of patient groups across the whole life course and presenting problems which reflect the full range of clinical severity.</p> <p>Ability to maintain a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.</p> <p>Providing teaching, training and clinical supervision.</p> <p>Exercising full clinical responsibility for clients' psychological care and treatment within the context of a multidisciplinary care plan.</p> <p>The application of psychological principles across multiple environments and populations</p> <p>Representing Psychological Therapies within the context of multi-disciplinary care.</p> <p>Assessing treatment options where expert opinion differs.</p> <p>Providing teaching, training and clinical supervision as required.</p> <p>Facilitating groups.</p> <p>The use of Patient Reported Experience Measures (PREMs) such as Friends and Family Test</p> <p>The use of at least one Recovery measure (e.g. DIALOG, QPR, ReQoL) as part of a Recovery Approach</p> <p>Routine use of teleconferencing in 1:1 patient care.</p> <p>The use of Cloud based mental health Apps or programs</p>		
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	<p>Supervision of MDT staff in Recovery Model approaches</p> <p>The use of QI or other improvement methodology in clinical settings</p> <p>The operational delivery of integrated care pathways</p> <p>The application of the Care Act (2015), Mental Capacity Act (2007), Mental Health Act (2007)</p> <p><u>Operational</u>  Staff management, development and leadership, especially in supervising staff from different backgrounds and trainings.</p> <p>The full range of complaints, grievances, capability and disciplinary procedures.</p> <p>Developing policy or services</p> <p>Budget management.</p> <p>Recruitment, selection and retention of staff.</p> <p>Working in a multidisciplinary team.</p> <p>Partnership working with primary care, secondary care and other agencies</p> <p>Developing services to respond to Service User needs and a diverse population</p> <p>Leading audit and research projects</p> <p>Routine use of teleconferencing (e.g. Skype, zoom, Facetime) in any 1:1 setting and group meetings including for supervision</p> <p>Routine use of any Electronic Patient Record system such as RiO, EMIS, PARIS, SystmOne, IAPTUS to include patient administration and clinical record management.</p> <p>The clinical use of databases; informatics systems and data visualisation</p> <p>Management of teams,</p> <p>Management of budgets,</p> <p>Conference planning and management</p>		
<b>Knowledge</b>	<p>Knowledge of:</p> <ul style="list-style-type: none"> <li>- the principles and practice of clinical governance, clinical audit and research methodology</li> <li>- Sufficient knowledge of other modalities to engage appropriately with colleagues and their work with service users</li> </ul>	E	S/I

	<ul style="list-style-type: none"> <li>- Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.</li> <li>- current mental health legislation and initiatives, including NHS policies and procedures and Health &amp; Safety issues.</li> </ul> <p>Developed knowledge of:</p> <ul style="list-style-type: none"> <li>- a range of psychological therapies</li> <li>- Community Psychology models and approaches</li> <li>- psychological assessment and treatment</li> </ul>		
<b>Other</b>	<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 behaviours.</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 develop and use complex multi-media materials for presentations in public, professional and academic settings.</p> <p>Ability to contain and work with organisational stress and able to hold the stress of others.</p> <p>Ability to remain in constrained positions for substantial proportion of working time.</p> <p>Ability to concentrate intensively for substantial periods of time during patient contact, teaching/supervision sessions, team meetings, preparing written work etc.</p> <p>Ability to produce high quality professional results to specified deadlines and other time constraints.</p> <p>Ability to manage effectively frequent exposure to highly distressing/emotional circumstances.</p> <p>Ability to manage effectively verbal aggression and abuse from patients, carers etc, and the risk of physical aggression.</p> <p>Ability to work creatively, co-operatively, reliably and consistently as an independent practitioner, as a mentor and supervisor, and in multi-disciplinary and team settings.</p> <p>Demonstrably respectful approach to patients, carers, colleagues, other professionals and professional contacts. Willingness to negotiate and ability to handle confrontation effectively and professionally.</p>	E	S/I

S: Shortlisting    I: Interview    T: Test