

**NHS****Great Ormond Street
Hospital for Children**
NHS Foundation Trust

PERSON SPECIFICATION

Job title: Principal Clinical Psychologist

GOSH profile

Great Ormond Street Hospital for Children NHS Foundation Trust (GOSH) is an international centre of excellence in child healthcare. GOSH is an acute specialist paediatric hospital with a mission to provide world-class care to children and young people with rare, complex and difficult-to-treat conditions.

Together with our research partner, the UCL Great Ormond Street Institute of Child Health, we form the UK's only academic Biomedical Research Centre specialising in paediatrics. Since its formation in 1852, the hospital has been dedicated to children's healthcare and to finding new and better ways to treat childhood illnesses.

Great Ormond Street Hospital receives nearly 300,000 patient visits (inpatient admissions or outpatient appointments) every year (figures from 2018/19). Most of the children we care for are referred from other hospitals throughout the UK and overseas. There are 60 nationally recognised clinical specialities at GOSH; the UK's widest range of specialist health services for children on one site. More than half of our patients come from outside London and GOSH is the largest paediatric centre in the UK for services including paediatric intensive care and cardiac surgery.

Through carrying out research with the UCL Great Ormond Street Institute of Child Health, University of London and international partners, GOSH has developed a number of new clinical treatments and techniques that are used around the world.

The UK's only academic Biomedical Research Centre (BRC) specialising in paediatrics is a collaboration between GOSH and UCL Great Ormond Street Institute of Child Health. We are a member of University College London (UCL) Partners, joining UCL with a number of other hospitals – an alliance for world-class research benefitting patients.

In partnership with six other NHS trusts, we are the lead provider for North Thames Genomics Medicine Centre, part of the national 100,000 Genomes Project.

Great Ormond Street Hospital at a glance



Great Ormond Street Hospital Culture and Values

The Trust has developed the Always Values with our staff, patients and families that characterise all that we do and our behaviours with our patients and families and each other.

Our Always Values are that we are:



Diversity & Inclusion

Here at GOSH, we believe that improving lives for our patients begins with improving how we learn, work and grow as colleagues. So, we're changing. We know that we need to develop a more inclusive culture where everyone feels seen and heard. By growing an ever more diverse workforce, we'll have a greater range of perspectives and knowledge in our GOSH community, meaning that we can provide the children and young people at our hospital with even better care. At GOSH we have opportunities for our staff to engage with colleagues through the following networks: REACH (Race, Ethnicity and Cultural Heritage) ENABLED (Enhancing Abilities & Leveraging Disabilities Network), PRIDE & Women's networks.

Job title	Principal Clinical Psychologist
Directorate	Body Bones & Mind
Band	8b
Supervised by	Consultant Psychologist
Type of contract	Permanent
Hours per week	15
Location	Great Ormond Street Hospital
Budgetary responsibility	n/a
Manages	Qualified and pre-qualified psychology staff.

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Main purpose of the job

This post sits as part of the wider Psychology and Mental Health Service, within the Long Term Health Conditions Cluster (LTH). The post holder will be responsible for overseeing the provision of a specialist clinical psychology service to patients and their families who are cared for by The Louis Dundas Centre for palliative care at Great Ormond Street Hospital (GOSH). The Louis Dundas Centre is a world-class centre of research, teaching and practice in palliative care for children and young people.

The post holder will take a service co-lead role for the palliative care psychology provision and act as a senior psychologist within the stream to oversee the day-to-day provision, as well as be able to shape future service delivery. They will work as a service lead and as a senior member of the LTH team alongside the consultant to ensure the systematic provision of a high quality clinical psychology service to patients and families within the above service. They will also be expected to provide consultation and expertise to the staff teams working within these services, including facilitating debriefs, reflective practice and staff support.

There is a specific remit for service development related to bereavement work in the trust, which will take place alongside the bereavement team, with the support of the wider palliative care MDT and the consultant psychologist. The post holder will manage and supervise other qualified psychologists, assistant psychologists and other more junior staff/trainees as agreed with the consultant psychologist for the stream.

The post holder will be expected to contribute to the flexible delivery of psychology services across the Trust, in response to new developments and organisational changes.

There is a requirement to utilise research skills for audit, policy and service development and research.

Key working relationships

Internal:

Staff within the GOSH psychology service. Staff within the multidisciplinary team including doctors, nurses, play workers, physiotherapists, psychologists, social workers, psychology trainees and placement students.

External:

Families, schools, community and shared-care hospital services, regional and national specialist networks, CAMHS and community children's services.

Main duties and responsibilities:

Clinical:

1. To be responsible for providing a specialist systematic and autonomous clinical psychology service in accordance with objectives agreed with clinical and professional managers. The post will require independent management of caseload and provision of a psychology service with appropriate supervision and professional management, as per BPS and HCPC guidelines.
 2. To provide specialist psychological assessments of patients taking into account both theoretical models and highly complex factors concerning historical and
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developmental processes that have shaped the individual child and family.

3. To formulate and implement plans for the psychological treatment and/or management of a patient's psychological needs, based upon an appropriate conceptual framework of the patient's problems, and employing methods based upon evidence of efficacy.
4. To be responsible for implementing a range of psychological interventions for children, parents/carers, families and groups, within and across teams adjusting and refining psychological formulations, drawing upon different explanatory models and maintaining a number of provisional hypotheses.
5. To assess and evaluate information from the child, family and significant others, multi-disciplinary medical team and external agencies relating to medical condition, developmental status and incorporate this information into a clinical formulation.
6. To exercise autonomous professional responsibility for the assessment, treatment and discharge of patients whose problems are primarily psychological and to autonomously manage an out-patient caseload in line with the service thresholds and priorities and in agreement with the specialty's lead clinician.
7. To ensure that all members of the team have access to a psychologically based framework for understanding and care of patients of the service, through the provision of advice and consultation and the dissemination of psychological research and theory. To deliver a range of appropriate staff support methods including debrief and reflective practice.
8. To undertake risk assessment and risk management for individual patients and to provide advice to other professions on psychological aspects of risk assessment and risk management.
9. To act as psychological care coordinator, ensuring the provision of a treatment package appropriate for the patients' needs, coordinating the work of others involved with care, taking lead responsibility for arranging regular case conferences, professional meetings and psychological reviews as required, and ensuring all appropriate information is available and disseminated. To communicate effectively with the patient, his/her family and all others involved in the network of care, and to monitor progress during the course of multidisciplinary interventions.
10. To communicate in a skilled and sensitive manner in both written and verbal form, information concerning the assessment, formulation and treatment plans of patients under the psychologist's care and to monitor progress during the course of both uniand multi-disciplinary care.
11. To provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the treatment team.
12. To provide cover for paediatric psychology colleagues as part of the duty/on call cover during working hours.
13. To ensure that reports and other correspondence are entered into the relevant notes and communicated to other professionals, parents and children, as appropriate.
14. To attain a thorough knowledge and understanding of common presenting medical conditions in order to provide a clinical psychology service, informed by the demands of the specific specialist paediatric service.

Teaching, training and supervision

1. To provide clinical supervision and line management to Band 7 and/or band 8a psychologists within the long term health conditions cluster.
 2. To provide clinical placements for trainee clinical psychologists, ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to good psychological care and to contribute to the assessment and evaluation of such competencies.
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3. To provide advice, consultation, and training to other members of the team for the provision of psychologically based interventions to help patients' functioning, for example through the use of reflective practice groups.
4. To maintain and develop skills in the area of professional pre- and post-graduate training and clinical supervision and keep a log of all continued professional development (CPD), according to HCPC requirements.
5. To provide advice, consultation and training to staff across a range of agencies and settings, where appropriate.
6. To receive regular clinical supervision from a consultant clinical psychologist or peer psychologist in accordance with good practice guidelines. Where appropriate, to receive additional consultancy from senior professional colleagues.
7. To record clinical and other activity in accordance with the requirements of the MDT and the trust psychology department.

Management, policy and service development

1. To contribute to and help put into practice new or revised policies that improve the quality of the service by participating regularly on working parties and committees to develop policies and services relevant to the profession and/or medical specialties, in agreement with the Consultant Clinical Psychologist and the Head of Psychology.
2. To operate as the lead psychologist for specific specialties within the cluster and to develop service protocols for these areas, in conjunction with the clinical teams.
3. To contribute to the development of the pan-trust psychology service and attend meetings as appropriate.
4. To exercise responsibility for the systematic governance of psychological practice within the service/team through protocol-led audit, standardised treatment protocols and clinical supervision.
5. To participate as appropriate in staff recruitment, both in the short-listing process and as a member of interview panels for assistant, trainees and qualified clinical psychologists.

Research and Service Evaluation

1. To undertake appropriate evidence-based clinical research in collaboration with the other professionals in the specialty and in agreement with the Consultant Psychologists, Psychology Head and clinical leads to include formulation of research question, methodology and application for ethics approval, and provide written research advice to other staff undertaking research. To disseminate and publish research findings. One area of research and service evaluation must be identified and on-going.
 2. To collaborate in project management, including complex audit and service evaluation, with colleagues within and across the service to help develop and improve services to clients and their families.
 3. To present clinical and research work to local, national and international audiences as appropriate, in collaboration with the clinical/research team and with the approval of the Consultant Clinical Psychologist and/or Head of Psychology, as appropriate.
- This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.
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Other information

Great Ormond Street Hospital for Children NHS Foundation Trust is a dynamic organisation, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment.

The GOSH Learning Academy (GLA)

Staff education and training influences every stage of the patient journey. Be it the communication skills of the medical secretary planning a patients' stay, the multi-professional team caring for them on the ward, the leadership skills of our corporate and operational teams, or the administrator planning their transport home – each member of staff needs the up-to-date knowledge, skills, and capabilities to provide our patients with exceptional care. We have a number of opportunities for staff available through the [GOSH Learning Academy](#):

PERSON SPECIFICATION

This table lists the essential and desirable requirements needed in order to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements. Evidence for suitability in the role will be measured via a mixture of application form, testing and interview.

GOSH Culture and Values	Essential	Desirable	Assessment method
Our Always values <ul style="list-style-type: none"> • Always welcoming • Always helpful • Always expert • Always one team 	E		A/I
1) Knowledge and Understanding of diverse backgrounds and perspectives. 2) Understanding of Diversity and Inclusion challenges in the workplace. 3) Demonstrable contribution to advancing Equality, Diversity and Inclusion in the Workplace.	E		I
Academic/Professional qualification/Training			
Post-graduate doctoral level training in clinical or counselling psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS/HCPC,	E		A

including clinical psychometrics, eating disorders and lifespan developmental psychology.			
Post-doctoral training and recorded CPD experience and /or further qualifications in one or more additional specialised areas of psychological practice.	E		A
Registration with the Health and Care Professionals Council as Practitioner Psychologist.	E		A
Formal training in supervision of other psychologists.	E		A
Experience/Knowledge			
Substantial assessed experience of working as a qualified psychologist.	E		A/I
Experience of working with a wide variety of client groups, across the whole life course and presenting with the full range of clinical severity.	E		A/I
Experience of representing psychology within the context of multi-disciplinary care	E		A/I
Experience of the application of psychology in different cultural contexts and of working in a multicultural framework	E		A/I
Experience of teaching or training	E		A/I
Experience and expertise with a specialist paediatric client group	E		A/I
Experience of working clinically with end of life and bereavement	E		A/I
Knowledge of legislation in relation to children and young people and child protection.	E		A/I
Experience of supervising qualified and trainee psychologists, and/or other professionals	E		A/I
Experience of line managing more junior colleagues	E		A/I
Experience of offering aspects of staff support including debriefs and reflective practice	E		A/I
Skills/Abilities			
Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration.	E		A
Well-developed skills in the ability to communicate effectively, orally and in writing, technical and clinically sensitive information to clients, their carers, and other professionals.	E		A
Skills in providing consultation to other professional and non-professional groups.	E		A/I



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Ability to identify, provide and promote appropriate means of support to carers and staff exposed to distressing situations and challenging behaviours.	E		A/I
Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.	E		A
Evidence of skilled and productive multidisciplinary team working	E		A/I
Ability to maintain a high degree of professionalism in the face of highly emotive and distressing problems, including verbal abuse.	E		A/I
Evidence of specialised psychological therapeutic skills as used in complex cases within paediatrics	E		A/I
Evidence of service development and team leadership skills	E		A/I

Criteria Key:
Review Method:

Essential: **E**
Application form: **A**

Desirable: **D**
Interview: **I** Test: **T**

