

JOB DESCRIPTION

Job Title:	Highly Specialist Clinical Psychologist – Merton and Sutton ASC Service
Managerially accountable to:	Clinical Manager for Neurodevelopmental Disorder Services
Professionally accountable to:	Head of Psychology & Psychotherapies
Managerially responsible to:	Team Manager, SWLSTG Adult ADHD/ASC team
Professionally responsible to:	Lead Consultant Psychologist for NDD
Responsible for:	Assistant clinical and/or graduate psychologists (as appropriate and necessary)
Band:	8a
Base:	Jubilee Health Centre East, Wallington, SM6 OEX. Post holder may be required to work from Wilson Hospital, Mitcham
Liaises with: -	Other team members, including members of other disciplines and agencies responsible for a client's care across health and social services

JOB SUMMARY

To provide a highly specialist clinical psychology service to adults under the care of the Sutton and Merton ASC service. This will involve undertaking screening assessments, specialist psychological assessment and providing psychological consultation, advice and expertise to other clinical staff.

To produce high quality assessment reports with recommendations and identify onward referral to appropriate services.

To use and disseminate research skills to carry out audits, service evaluations and research activities relevant to the service. To contribute to policy and service development within the team.

To contribute to the effective running of the service, advising on the delivery of, high quality care and ensuring consistently high standards of practice.

To be responsible for clinically supervising and managing the workload of assistant psychologists and trainee clinical psychologists within the service. To act as research supervisor to trainee clinical psychologists if required.

KEY RESULT AREAS

Clinical

1. To provide highly specialist psychological assessments of clients referred to the team based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the client's care.
2. To formulate and implement plans for the formal psychological treatment and/or management of a client's mental health problems, based upon an appropriate conceptual framework of the client's problems, and employing methods based upon evidence of efficacy, across the full range of care settings.
3. To be responsible for implementing a range of psychological interventions for individuals, carers, families and groups, within and across teams employed individually and in synthesis, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
4. To evaluate and make 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.
5. To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically based standard care plans.
6. To provide highly specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.
7. To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all clients of the service, across all settings and agencies serving the client group.
8. To undertake risk assessment and risk management for individual clients and to provide advice to other professions on psychological aspects of risk assessment and risk management.
9. 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 progress during the course of both uni- and multi-disciplinary care.

Teaching, Training, and Supervision

1. To receive regular clinical professional supervision from a senior clinical psychologist and, where appropriate, other senior professional colleagues.
2. To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.
3. To continue to gain additional highly specialist experience and skills relevant to clinical psychology and/or the service (as agreed with the professional psychology manager) up to two sessions per week [pro rata].
4. To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other MDT staff's psychological work as appropriate.
5. To provide professional and clinical supervision to trainee and assistant clinical psychologists.
6. To provide highly specialist clinical supervision (to trainees and assistant clinical psychologists) which demonstrates knowledge and skills in psychological treatments based on NICE guidelines for core mental health disorders as presenting in secondary mental health services.
7. To contribute to the pre- and post-qualification teaching of clinical and/or counselling psychology, as appropriate.
8. To provide advice, consultation and training to staff working with people with learning disabilities and mental health problems and/or challenging behaviour across a range of agencies and settings, where appropriate

Management, Recruitment, Policy and Service Development

1. To contribute to the development, evaluation and monitoring of the team's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
2. To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
3. To manage the workloads of assistant and graduate psychologists, within the framework of the team/service's policies and procedures.
4. To be involved, as appropriate, in the shortlisting and interviewing of assistant/graduate psychologists.

Research and Service Evaluation

1. To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
2. To undertake appropriate research and provide research advice to other staff undertaking research.
3. To undertake project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision.

Other

1. To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the postholder's professional and service manager(s).
2. To contribute to the development and articulation of best practice in psychology across the service, by continuing to develop the skills of a reflexive and reflective scientist practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of clinical psychology and related disciplines.
3. To maintain the highest standards 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.
4. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.

GENERAL:

- This is not an exhaustive list of duties and responsibilities, and the postholder 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 postholder.
- The postholder is expected to comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities and Confidentiality of Information.
- The postholder 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 postholders consider that a hazard to Health and Safety exists, it is their responsibility to report this to their manager(s).
- The postholder is expected to comply with the appropriate Code(s) of Conduct associated with this post.
- 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.

Updated by: Emma Clark
Job title: Clinical Manager
Date: 30/06/23

PERSON SPECIFICATION

Job title: Band 8a Highly Specialist Clinical Psychologist

	ESSENTIAL	DESIRABLE	HOW TESTED
TRAINING & QUALIFICATIONS	<p>Doctoral level training in clinical psychology, including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology, as accredited by the BPS.</p> <p>Required to be registered as a Practitioner Psychologist with the HPC.</p>	Pre-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology.	Application form Certificates Proof of registration with the HCPC
EXPERIENCE	<p>Experience of specialist psychological assessment and treatment of clients across the full range of care settings, including outpatient, community, primary care and in patient settings.</p> <p>Experience of working with a wide variety of client groups, across the whole life course presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.</p> <p>Demonstrate further specialist training/experience through having received a minimum of 50 hours clinical supervision of working as a specialist clinical psychologist over a minimum of 18 months, or an alternative agreed by the Director of Psychology and Psychotherapies.</p>	<p>Experience of teaching, training and/or supervision.</p> <p>Experience of the application of clinical psychology in different cultural contexts.</p>	<p>Application form Interview References</p> <p>Assessed at interview after at least 18 months in specialist post and by supervision record and references.</p>
KNOWLEDGE AND SKILLS	<p>Skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration.</p> <p>Knowledge of and skills in the delivery of psychological treatments</p>	Knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality disorder, dual diagnoses, people with additional disabilities etc).	Application form Interview References

	<p>based on NICE guidelines for core mental health disorders within a secondary Mental Health service.</p> <p>Well developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.</p> <p>Skills in providing consultation to other professional and non-professional groups.</p> <p>Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.</p> <p>Evidence of continuing professional development as recommended by the BPS.</p> <p>Formal training in supervision of other psychologists.</p>	<p>Knowledge of legislation in relation to people with learning disabilities and mental health problems and/or challenging behaviour.</p>	
OTHER	<p>Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.</p> <p>Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.</p> <p>Commitment to the welfare and human rights of people with learning disabilities.</p>	<p>Personal experience of mental health problems.</p> <p>Experience of working within a multicultural framework.</p>	<p>Application form</p> <p>Interview</p> <p>References</p>