

CHILD AND FAMILY SERVICES
CHILD AND ADOLESCENT MENTAL HEALTH SERVICE
JOB DESCRIPTION AND PERSON SPECIFICATION

JOB TITLE: Applied Psychologist (Clinical / Counselling)

BAND: 8a

REPORTS TO: CAMHS Service Manager / Professional Lead

PROFESSIONALLY ACCOUNTABLE TO: Professional Lead

BASE: Orchard House, Leamington Spa

JOB SUMMARY

To provide a highly specialist psychology services to children, young people and families with complex and severe mental health problems. Clinically, the post-holder will be responsible for individual case management and will be expected to conduct highly specialist psychological assessments, produce highly complex formulations, and deliver direct therapeutic work. They will also provide specialist advice and consultation to a range of multi-agency professionals and non-professional carers, and utilise research skills for audit, policy and service development. The post holder will be expected to work autonomously within professional guidelines and the overall framework of the team's policies and procedures.



Respect



Excellence



Integrity

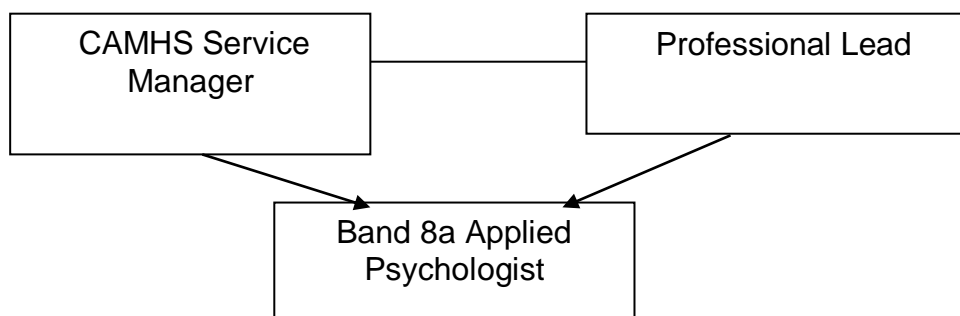


Collaboration








Compassion

ORGANISATIONAL CHART



MAIN RESPONSIBILITIES OF THE POST

Organisational Values:

| | |
|---|---|
|  | Compassion - We are compassionate, kind and caring to everyone, including people who use our services and people we work with. |
|  | Respect - We are civil and respectful. We celebrate diversity and always appreciate the views of other people. |
|  | Excellence - We always do our best and seek to achieve excellence in all we do. We innovate and try out new things, and when things don't go to plan we embrace this as an opportunity to learn and improve. |
|  | Collaboration - We take pride in involving people and working together as an inclusive team, both within our organisation, and in co-production with people who use our services, carers, partners, local community groups and others. |
|  | Integrity - We do the right thing and people can trust us. We are open, honest and transparent, even when things go wrong. |

The post will be based within the Coventry CAMHS Team. The post holder will:

- Provide highly specialist psychological assessment, formulation and intervention of clients referred to CAMHS.
- Provide highly specialist psychological advice, guidance, training and consultation to others across a wide range of agencies and settings where appropriate.
- Work as an effective member of the multi-disciplinary team.
- Establish and maintain effective communication with various individuals and groups on complex and potentially stressful topics in a range of situations.
- Supervise and manage the workload of Band 7 Applied Psychologists, Assistant and Trainee Clinical Psychologists, within the framework of the team's policies and procedures.



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Compassion

- Utilise theory, evidence-based literature and research to support evidence-based practice in individual work and with other team members.
- Contribute to the team meetings and the effective operation of CAMHS.
- Demonstrate familiarity with the principals of child protection procedures and legislation in relation to the client group and mental health.
- Develop own skills and knowledge and contribute to the development of others.
- Promote best practice in health and safety.
- Promote people's equality, diversity and rights.
- Collect, collate and report both routine and complex data and information relating to the performance of CAMHS.

Communication

- Work closely and collaboratively within a multi-agency setting, consulting with colleagues in the statutory and voluntary sector who are involved with a children, young people and families with complex and severe mental health problems.
- Provide specialist psychological advice guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.
- Communicate effectively and persuasively in a range of professional settings to ensure that other care providers are given a clear understanding of the child or young person's psychological needs and the most appropriate, evidence based approach to treatment and/or management approach.
- Produce high-quality verbal and written specialist psychological formulations and reports that aid evidence based clinical interventions for children, families and other professionals.
- Provide specialist training on psychological theory and interventions to colleagues within the multi-disciplinary CAMHS and within the wider multi-agency professional network.
- Communicate highly sensitive and complex condition-related and information to children, young people and their families, sometimes in an emotive and/or hostile environment.
- Use a range of creative and flexible communication methods to engage children, young people and their families in the assessment and treatment process, especially those who are hard to reach (eg. children involved in the youth justice system and those with additional disabilities).



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Analytical and Judgmental Skills / Freedom to Act

- Work as an autonomous practitioner to the standards set out within the relevant professional organisation core standards and relevant clinical standards such as the HPC Code of Conduct.
- Adhere to the Partnership Trust's policies and procedures and report any difficulties in their application to the CAMHS Service Manager.
- Participate in appropriate supervision systems, including carrying out clinical supervision with Band 7 Applied Psychologists, Trainee Clinical Psychologists, Assistant Psychologists, and professionals from other disciplines where appropriate.
- Act in accordance with legal requirements contained within the Mental Health Act 1983 and 2007, and the Children Act 1989 and other relevant legislation
- Be aware of and act in accordance with Local Safeguarding Children Board policies and procedures.
- Be responsible for own practice by seeking advice as necessary from relevant colleagues within the Trust and the professional lead.

Planning and Organisational Skills

- Effectively plan and prioritise the competing demands of caseloads, assessments, report writing and multi-professional working, on a daily basis.
- Carry out advanced planning of specialist assessments, interventions and reviews of the psychological needs of children, young people and their families with complex and severe mental health problems.
- Be responsible for arranging and overseeing the timely delivery of specialist care packages targeting children, young people and their families with complex and severe mental health problems, following assessment and in liaison with other professionals.
- Have the flexibility required to respond rapidly to unplanned work, such as urgent requests for assessment of a child or young person, for example in an acute hospital or residential care setting.



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- Plan and organise specialist training covering a range of psychological approaches and issues relating to the management of children and young people with complex and severe mental health problems for delivery to multi-agency professional audiences and non-professional carers.
- Plan and organise learning experiences for Trainee Clinical Psychologists on placement, making sure opportunities are relevant and delivered at the right level.

Physical Skills

- Keyboard skills required for daily inputting of data into CAMHS IT system, and for producing reports.

Responsibility for Patients / Clients

- To provide specialist psychological assessments for children and young people referred to CAMHS based upon the appropriate use, interpretation and integration of 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.
- To formulate, implement and recommend plans to multi-disciplinary colleagues, professionals in other agencies and parents/carers 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.
- To be responsible for implementing a range of specialist psychological interventions with children, young people and their families with complex and severe mental health problems by demonstrating the ability to synthesise different explanatory models and adjust/refine psychological formulations to guide specialist interventions.
- To evaluate and make decisions about appropriate and evidence-based 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.



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- To exercise autonomous professional responsibility for the assessment, treatment and discharge of children and young people with complex and severe mental health needs whose problems are managed by psychologically based standard care plans.
- To provide specialist psychological advice guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.
- To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all children and young people known to the service, across all settings and agencies serving the client group.
- To undertake risk assessment and risk management for individual children, young people and their families, and to provide advice to other professionals on the psychological aspects of risk assessment and risk management. This includes contributing the CAMHS self harm and duty response rotas.
- To act as care coordinator, where appropriate, taking responsibility for initiating planning and review of care plans under enhanced CPA including young people, their carers, referring agents and others involved the network of care.
- Responsible with others for facilitating effective multi-disciplinary team working by providing psychological expertise and perspectives to optimise the effectiveness of assessment and treatment for individual clients, their carers and families.
- Gather, interpret and report on appropriate outcome measures.

Policy and Service Responsibilities

- To contribute to the development of effective interagency structures to enable joint planning and collaborative working relationships in relation to complex care decisions. The post holder will be responsible for ensuring the professional network have access to expert psychological frameworks to enable effective decision making and promote the most appropriate delivery of care to children and young people with complex and severe mental health problems.
- Represent and promote CAMHS in relevant city or countywide strategy and operational planning forums and raise awareness of its contribution to young people's health and wellbeing.



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- Contribute to the development, implementation and review of psychological therapies applied to children and young people with complex and severe mental health problems across services/settings within the Trust.
- Comply with Trust policies and systems of information, including standards of record keeping and confidentiality, with particular reference to sharing of information protocols.
- Monitor, analyse and interpret statistical data as specified by the CAMHS Learning Disability Team management.

Responsibility for Financial and Physical Resources

- The post holder will have a personal duty of care for equipment and resources.
- The post holder does not have responsibility for handling cash e.g. petty cash, clients' cash.
- The post holder is responsible for maintaining adequate physical resources.
- The post holder is responsible for security of goods/equipment.
- The post holder does not administer, monitor or set budgets.

Responsibility for Staff

- To manage the workloads of band 7 applied psychologists, assistant and trainee clinical psychologists, within the framework of the teams policies and procedures.
- To be involved, as appropriate, in the short listing and interviewing of assistant / graduate psychologists.
- To oversee service inductions for assistant and trainee clinical psychologists.
- Take responsibility for the clinical supervision of band 7 applied psychologists, doctoral clinical psychology trainees and assistant Psychologists.
- Contribute to the clinical supervision of other CAMHS professionals as appropriate for the needs of the service.



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- Ensures that clinical supervisory skills are updated and that formal training updates are undertaken in line with BPS/HPC and local university guidelines.

Responsibility for Information

- The post holder will be responsible for keeping records updated e.g. patient medical records.
- There is a requirement to produce reports in a timely way for the service and other agencies as requested.

Research and Development

- To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
- Responsible for planning, executing and analysing relevant psychological research independently and/or in co-operation with others within CAMHS.
- Responsible for providing doctoral level clinical psychologists in training with research opportunities and acting as a field supervisor in respect of doctoral theses.
- Co-operates with University and NHS colleagues in the planning and execution of relevant psychological research.
- Communicates research findings to appropriate meetings, conferences and symposia at local and regional level.
- When appropriate, submits research findings for publication in journals and other forms of professional communication.
- Responsible for initiating and/or co-operating with MDT audit and service evaluation, as well as providing psychological statistical and research methodology expertise.
- To undertake project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision.
- Contributes to teaching sessions for clinical psychology doctoral programmes at accredited regional courses.



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- Provides teaching on psychological/clinical matters to undergraduate students as appropriate and CAMHS staff locally, and regionally.
- Responsible for providing training at all grade levels in psychological techniques and concepts to members of the CAMHS service and other professional staff in partner agencies.

Physical Effort

- Combination of sitting, standing and walking.
- Requirement to drive.

Mental Effort

- Frequent requirement for concentration when carrying out assessments and preparing reports.

Emotional Effort

- Frequent exposure to distressing and emotional circumstances eg. family breakdown, sexual abuse, serious mental illness.
- Providing care/therapy to angry or distressed patients/carers
- Working with people who express challenging behaviour.

Working Conditions

- Verbal aggression at times.
- Potential for physical aggression
- Driving

OTHER DUTIES

1. The post holder will be required to use a computer, either a stand alone or as part of a networked system and will be responsible for the quality of information. The amount of time spent on this type of work will depend on the job.
2. The Trust embraces the principles of Improving Working Lives and all staff will be required to adhere to the standards laid down in this initiative.
3. The Trust has a No Smoking Policy that prohibits any smoking whilst at work.



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5. To follow and adhere to the Trust's Health and Safety Policies and instructions and be responsible for your own and others health and safety in the workplace.
6. The post holder is expected to contribute to the creation of a working environment where everyone feels respected, valued and treated with dignity.

This job description is not exhaustive and may be amended in consultation with the post holder. It should be reviewed whenever major changes have been agreed to the post and should be reviewed as part of the annual appraisal process to ensure it remains an accurate reflection of the duties and responsibilities undertaken by the post holder.

Safeguarding Children and Adults

All Trust staff have a responsibility to ensure the safeguarding of children, young people and vulnerable adults. This includes attending statutory and mandatory training, adhering to local Safeguarding Children and Adults boards, policies and procedures and inter-agency guidance as identified in the Trust's Safeguarding policies and procedures.

Confidentiality

Personal information and many of the duties of this post are of a confidential nature and disciplinary action will be taken if confidential information is divulged to inappropriate persons.

Data Protection Act

All staff are reminded of their duties and responsibilities as employees under the General Data Protection Regulations (2018) and in particular to ensure that Personal Data is not negligently or unlawfully handled or disclosed to unauthorised persons.

Infection Control

As an employee of Coventry and Warwickshire Partnership Trust you are responsible for protecting yourself and others against the risk of acquiring a Healthcare Associated Infection. All staff, clinical or non-clinical are expected to comply with infection control policies and procedures. You will attend the mandatory infection control training and updates as required by the Trust.



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Environmental Issues

The Trust is committed to reducing its impact on the environment by preventing pollution, continually improving its environmental performance which increases the wellbeing of staff and patients. As a member of staff you are expected to adhere to policies to assist the Trust in meeting its environmental and sustainability targets.

Post holder's Signature:

Date:

Post holder's Name

Managers Signature:

Date:

Manager's Name:



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PERSON SPECIFICATION

JOB TITLE: Applied Psychologist (Clinical/Counselling)

| Qualifications and Training | HOW MEASURED? A (Application form) I (Interview) | Weighting 3=high 2=medium 1=low |
|--|--|--|
| <p>Demonstrable ability to meet the Trust Values</p> <div style="display: flex; flex-direction: column; align-items: flex-start; gap: 10px;"> <div> Respect</div> <div> Excellence</div> <div> Integrity</div> <div> Collaboration</div> <div> Compassion</div> </div> | A/I | 3 |



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| Good honours degree in Psychology. Eligibility for Graduate Membership of the BPS | A/I | 3 |
| PhD or DClinPsych or equivalent in Applied Psychology (Clinical/Counselling). | | 3 |
| Registered as an Applied Psychologist (Clinical/Counselling) with the HPC | | 3 |
| Pre and post-qualification training in specialist assessment and treatment of children and young people with complex mental health problems, neuropsychological assessment, research methodology, staff training and/or other fields of applied psychology. | | 3 |
| Post qualification training in one or more evidence based psychological approach with children with complex and severe mental health problems (e.g. CBT or systemic psychotherapy) | | 3 |
| Qualifications or equivalent experience for teaching, training and supervising of doctoral level trainees | | 3 |
| Computer, IT and internet skills | | 3 |
| Experience | | |
| Experience of working in a multi-disciplinary and multi-agency setting. | A/I | 3 |
| Experience in a CAMHS or similar setting. | | 3 |
| Experience of specialist psychological assessment and treatment with children, young people and their families with severe and complex mental health problems across the full range of care settings. | | 3 |
| 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. | | 3 |



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| Supervision of assistant psychologists and other multi-disciplinary professionals. | | 3 |
| Experience of engaging clients who are hard to reach because of their social circumstances and/or because of communication difficulties. | | 3 |
| Knowledge | | |
| Understanding of child development and family functioning | I | 3 |
| Knowledge of the range of young people's mental health problems and mental health services | | 3 |
| Working knowledge of health, social services, education and the voluntary sector, together with the relevant legislation regarding both children and mental health | | 2 |
| Knowledge of key policy and guidance relating to Children and young people | | 3 |
| Skills & Abilities | | |
| Skills in the use of complex methods of psychological assessment, intervention and management frequently requiring sustained and intense concentration. | I | 3 |
| 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. | | 3 |
| Skills in providing consultation to other professional and non-professional groups. | | 3 |
| Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology. | | 3 |



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| Knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (eg. children and young people with moderate to severe learning disabilities). | | 3 |
| Awareness of cultural and other diversity issues | | 3 |
| Familiarity with the principals of child protection procedures and legislation in relation to the client group and mental health. | | 3 |
| High-level knowledge of the theory and practice of at least two specialised psychological therapies. | | 3 |
| Ability to communicate highly complex condition-related information to young people and their families, often in an emotive and/or hostile environment. | | 3 |
| Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings. | | 3 |
| 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. | | 3 |
| Personal Qualities/Requirements | | |
| Personal Attributes | | |
| Able to work independently and using own initiative, yet willing and able to develop from consulting the lead consultant psychologist when appropriate. | A/I | 3 |
| Ability to communicate with patients effectively and empathically. | | 3 |
| Able to communicate to referrers and other professional staff effectively. | | 3 |



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| Flexibility and willingness to work in less than optimum settings at times. | | 3 |
| Commitment to delivering safe and clinically effective services to children and young people with learning disability and their families. | | 3 |
| Good sense of humour, warm interpersonal style, and wiliness to work as part of a team. | | 3 |
| Willing to undertake DBS (Disclosure and Barring Service) enhanced clearance | | 3 |



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