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**Clinical/Forensic Psychologist**

**Job Description**

**Reports to** Clinical Manager

**Function** Complex Needs Service

Within our values and through our practices, Together aims to create an environment that allows everyone to flourish and achieve his or her full potential. We respect the individual and each person’s unique needs, experiences and contribution.

We will support each person’s wellbeing through well designed job roles ad supportive management and leadership. We will encourage and listen to our employee’s concerns, actively promote a healthy work life balance and lifestyle and champion personal development.

**Job Purpose**

To work within a Psychologically Informed Environment, using Cognitive Behavioural Therapy/Dialectical Behaviour, Therapy/Motivational Interviewing and Acceptance and Commitment therapy acting as the psychological scaffolding by which to provide a specialist service to service users with complex needs. You will be part of a fully integrated team aiming to provide a high quality, blended Recovery and Clinical service, providing specialist psychological assessment, formulation and consultation to support and supervise the staff team and service users to achieve these goals.

**Main Duties**

* To provide continual development, psychological oversight and quality audit of the psychologically informed environment existing within this specialist service, both individual and group based
* To provide training and daily support and guidance for the team to ensure that a high quality service is offered
* Toprovide regular clinical supervision, encouraging reflective practice, and support all internal and external service reviews
* To work in line with service, regulatory and professional body guidelines and policy
* To lead the team, alongside the clinical manager, to develop team members’ personal and professional development, with an inclusive and participatory leadership style

Underpinning this will be a desire to champion the need for service user choice, involvement and engagement, offering opportunities for empowerment and development of service user autonomy and to work with the team to ensure that service user’s views and needs are actively sought to enhance service delivery and further Together’s aims.

**Key Accountabilities**

**Service Delivery**

* Ensure the systematic provision of a high quality Psychological framework within the psychologically Informed Environment and ensure that services are delivered in accordance with relevant legislation and policies
* Provide well-developed, specialist psychological assessments of service users, based upon appropriate selection, administration, interpretation and integration of complex data from a variety of sources, including psychometric tests, self-report measures, direct and indirect observations and interviews with clients, other professionals, family members and others involved in the person’s care
* Undertake responsibility for clinical risk and needs assessment, and the formulation and implementation of support plans arising from these
* Work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice within the service/team. This will include making sure that systems are in place for the clinical and professional supervision and support of all other staff (both qualified and in training) for which the post-holder will have professional responsibility
* Provide an advisory service on the underpinning psychological framework used within the service, both internally and more widely to other local agencies and organisations
* To ensure that all members of the team have access to a psychologically-based framework through the provision of advice and consultation, and the appropriate and timely dissemination of psychological knowledge
* Ensure that those providing support within the service do so in a manner that takes account of an individual’s wider recovery, thus including assessment and integration of issues relating to areas such as employment, housing, finances, social support systems and other areas of life that impact on the individual’s well-being, and how these factors may impact on the overall engagement and progress within the psychologically-informed environment process
* Offer psychological formulation and understanding of complex clients residing within the service
* Ensure that all new service users are welcomed into the service and that they receive the appropriate support and assistance in assimilating into the community within the service
* Co-ordinate the provision of an effective Psychological Therapies Service
* Contribute to ensuring that the service is run in the most economical manner, paying due care and attention to income and expenditure
* Provide on-call cover for the service as part of a Rota with the other clinical staff

**Service and Business Development**

* Develop and co-ordinate professional links with other service providers
* Ensure that the service is represented in a professional manner at all times
* Proactively contribute to ongoing service development and to support the implementation of new initiatives and agreed new ways working
* Meet agreed performance targets and outcomes
* Act as a member of the senior clinical team in service developments as required
* Take a leading role in monitoring and evaluating the service by initiating, designing and undertaking/supervising service-related research and evaluation projects
* Encourage and ensure that the psychology team work to the Services Business Plan
* Contribute to the development of best practice within the service
* Ensure that record-keeping is maintained effectively to the required standard at all times and contribute to service monitoring developments
* Prepare and supply information to monitor effectiveness of the service and provide statistical data as required

**People Management**

* Provide clinical supervision to the wider team. This may, in the future, include an Assistant Psychologist, Volunteer Counsellors, placement/training Therapists or Psychologists
* Contribute to the regular, professional appraisals of staff within the service as required
* Link service objectives to individual objectives through supervision/reflective practice groups
* Assist in the induction of new employees and liaise with the Clinical Manager regarding probationary period reviews
* Support the services Peer Support Coordinator to promote authentic peer-led support as an essential component of the support provided

**Self Development**

* Attend relevant conferences/workshops in line with identified professional and personal development
* Attend clinical/managerial supervision on a monthly basis or as agreed with the Clinical Manager
* Participate in performance reviews and respond proactively to agreed objectives arising from these.

#### Confidentiality

* Information relating to users must be treated in the strictest confidence and discussed only within the project with the appropriate members of staff or with named assessor/care co-ordinator.
* Information relating to staff must be treated in the strictest confidence and discussed only with other senior staff or line manager.

This list is not exhaustive and amendments and additions may be required in line with future policy changes and service developments.

#### Equal Opportunities Statement

We acknowledge the unique contribution that all Together employees and service users can bring to the work of the projects and the organisation in terms of their culture, race, gender, sexual orientation, gender reassignment, marital status, nationality, age, religion or belief and any physical disability or history of mental health or additional problems.

All appointments and promotions are based on merit and no job applicant or employee will be treated unfairly or discriminated against. All staff have equal access to staff development.

Full details may be found in the Human Resources Policy and Procedure Manual. Any member of staff who breaches this policy may be subject of grievance and/or disciplinary procedures.

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**Clinical/Forensic Psychologist**

**Person Specification**

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| **Competencies** | **Indicators** |
| **Personal Effectiveness** | * Excellent interpersonal skills at all levels to engage, build relationships and influence
* Highly effective verbal and written skills
* Able to tailor presentations to the audience
* Adaptable and able to work in a challenging and changeable environment
* Able to routinely deliver services against agreed objectives and targets
* Able to help lead the clinical direction of the service and make decisions and judgements that support the overall purpose of the service
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| **Technical Effectiveness** | * Demonstrable commitment to working in the area of complex needs and using evidence based interventions
* Working knowledge and understanding of mental health issues and ability to recognise high risk factors leading to increased risk for service users
* Understanding of the issues faced by service users with complex needs
* Strong interest in working within a psychologically informed environment
* Able to deliver a range of services/treatments/interventions in a person centred, non-judgemental manner
* Able to demonstrate flexibility and creativity when developing support packages/Care and Recovery Plans
* Experience in managing a caseload of Service Users with complex needs
* Proven track record of managing incidents of challenging behaviour
* Excellent understanding of issues surrounding clinical risk
* Demonstrable understanding for the need to use evidence-based psychological therapies and how it relates to the post
* Understanding of the role of the psychology team within the wider service.
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| **Acquired Experience & Qualifications** | * Chartered Clinical/Forensic
* Psychologist
* Experience of delivering and coordinating psychological services
* Experience of using evidence-based therapies relevant to the target client group
* Experience of line-managing clinical staff and providing clinical supervision
* Experience of working with clients with complex/multiple needs
* Experience of working within a psychologically-informed environment or a psychologically-informed planned environment (not essential)
* Formal training in clinical and managerial supervision (not essential)
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