

JOIN OUR PSYCHOLOGY TEAM



Careers in **Psychology**
at Derbyshire Healthcare
NHS Foundation Trust

Could you be part of our multidisciplinary Living Well team ensuring the systematic provision of a highly specialist clinical psychology service for patients in the North of the county?

We are looking for a

Highly Specialist Clinical Psychologist (Band 8b)

to work with our clients who have severe and enduring mental health problems including those who have experienced complex trauma.

Located in the beautiful north of Derbyshire, you would be joining a multidisciplinary team, which is based on positive relationships and a desire to develop and grow our skills.

You will be experienced in assessing needs and developing and implementing plans with individual service users, and comfortable working autonomously within professional guidelines.

Become the next great addition to our team and join us in making a positive difference to the people of Derbyshire. To find out more about the role, locations, and Trust, please read the full job description.

*CQC inspection report 6 March 2020

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To find out more about the role, locations, and joining Team Derbyshire Healthcare, please read the full job description.

Dr Louise Braham

Head of Psychology and Specialist Psychological therapies



Job Description

| | |
|-------------------------|--|
| JOB TITLE: | Highly Specialist Clinical Psychologist |
| ACCOUNTABLE TO: | Lead Psychologist CMHT & Living well |
| REPORTING TO: | Lead Psychologist CMHT & Living well & Area Service Manager |
| RESPONSIBLE FOR: | Attached Doctoral trainees and assistant or graduate psychologists. Other qualified psychologists & therapists in agreement with professional line manager. |
| GRADE: | 8b |
| BASE: | TBC – North of county |
| HOURS: | 1.0 wte (37.5hrs) |
| LIAISES WITH: | Other members of the Multi-Disciplinary Team including the Service Manager, Clinical Psychologists within the Trust, other services, agencies and teams within the local area. |

Job Summary

The post holder will be a key leading member of the multidisciplinary Living well team and will combine direct clinical work with supervision, training, consultation, research and service evaluation/development. You will ensure the systematic provision of a highly specialist clinical psychology service for patients in the North of the county.

The post holder will have a wide range of experience of working with those having complex mental health needs and will deliver evidence-based interventions to clients with severe and enduring mental health problems including those who have experienced complex trauma. Within the Living well, the post holder will lead on psychological formulations within the MDT and guidance around psychological care.

The post holder will work autonomously within professional guidelines and the

overall framework of team policies and procedures. They will provide supervision to Assistant Psychologists, and Psychologists during their postgraduate training and other Psychologists or therapists as appropriate.

They will offer and provide advice and consultation to the team manager, team members from other disciplines, other colleagues, and non-professional carers, on matters related to the psychological needs and issues relevant to the service and its users. Further the post holder will take a leadership role and support any ongoing transformational work within the region.

The post holder will use the highest quality of psychological evidence and clinical accountability to inform and enable best practice and to contribute and lead aspects of service development and delivery.

Key Result Areas

1. Clinical:

Responsible for:

- a. To be responsible for the provision of a highly specialist forensic clinical psychology service to service users within the Derbyshire region who have mental health problems and associated complex needs who require psychological support to manage their risk and well-being. This may include people with dual diagnosis including trauma backgrounds and experience.
- b. To work alongside multi professional groups that include other agencies to plan care and deliver care for individuals living in the community with complex mental health needs.
- c. To lead the development & delivery of psychological groups to improve well being and reduce distress for service users within the Living Well.
- d. To undertake highly complex psychological assessments 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 service users, family members and those involved in the service user's care.
- e. To formulate and implement plans for the formal psychological treatment and/or management of a service user's psychological difficulties, based upon an appropriate conceptual framework of the service user's problems, and employing methods based upon evidence of efficacy, across the full range of care settings.
- f. To be responsible for implementing and leading a range of highly specialised psychological interventions in conjunction with the FCMHT as well as other professionals as part of the service user's care plan and rehabilitation programme adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
- g. 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. Decisions will be reached in creative and flexible ways that maximise service user and team engagement.
- h. To exercise autonomous professional responsibility for the assessment, treatment and discharge of service users whose problems are managed by psychologically based standard care plans.
- i. To provide highly specialist psychological advice, guidance and consultation to other professionals contributing directly to service users' formulation, diagnosis and treatment plan.

- j. To ensure that all members of the care team have access to a psychologically based framework for understanding and care of service user's of the service, through the provision of formulation, advice and consultation and the dissemination of psychological research and theory.
- k. To undertake risk assessment and risk management for individual service users and to provide advice to other professions on psychological aspects of risk assessment and risk management.
- l. To attend, as a Senior Clinician, regular clinical review meetings for service users under the care of the Living Well Team and contribute to the Multidisciplinary planning and delivery of care. To chair these meetings as appropriate and as agreed with Senior Clinical colleagues and managers.
- m. To work closely with the team to develop a comprehensive and appropriate programme of therapeutic activities for patients.
- n. To lead the development and understanding of trauma informed care for all staff members.
- o. To monitor and evaluate progress during the course of both Uni and Multi-disciplinary interventions.
- p. To communicate orally and in writing, to referrers and others involved in the service user's network of care in a highly skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of service users.
- q. To provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the care team.

2. Teaching, training and supervision

- a. To receive regular clinical and professional supervision from a senior clinical psychologist.
- b. To maintain a high level of clinical expertise and competence.
- c. To demonstrate continued professional development through development of knowledge and skills and to remain up to date with professional practice.
- d. To maintain and develop skills in the area of professional post graduate training and clinical supervision
- e. To provide professional and clinical supervision of qualified psychologists, trainee and assistant clinical psychologists.
- f. To contribute to the pre- qualification doctoral training and supervision of clinical psychology, as appropriate.
- g. To provide advice, consultation, training and supervision to other members of the team for their provision of psychologically based interventions to help improve service users functioning.
- h. To work with the unit and service managers, as a senior clinician, in considering the overall training, development and support needs of the team, where appropriate, providing interventions which contribute to meeting these needs such as group supervision.
- i. To be cognisant with procedures and methods of working with other agencies and to remain up to date on legislation guidance and best practice relating to the service user group.

- j. To provide advice, consultation and training to staff working with the service user across a range of agencies and settings as appropriate.
 - k. To provide clinical placements to doctoral level trainee clinical psychologists ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to good mental health and to contribute to the assessment and evaluation of such competencies.
 - l. To provide post qualification training (CPD) and clinical professional supervision to qualified psychologists attached to the team or in other relevant services as agreed with professional line manager.
 - m. To provide expert knowledge and guidance to the Lead psychologist to advise on decisions made regarding developments of the service.
- 3. Policy and service development**
- a. To be responsible for the continued development and implementation of referral protocols, and guidelines, relevant to the delivery of psychological services to patients within the Living well Community team.
 - b. To contribute to the development, evaluation and monitoring of the service's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
 - c. To provide relevant data to the lead psychologists and other senior managers to support decision making and responsiveness to patient needs.
 - d. To participate as a senior clinician in the development of a high quality responsive and accessible service advising both the service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
 - e. To oversee the development of staff working across the service to provide a psychologically informed care plan and to propose policy changes in relation to psychological interventions within teams.
 - f. To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
 - g. To attend service and business meetings within the service as required and appropriate.
 - h. To exercise responsibility for the systematic governance of psychological practice within the service.
 - i. To exercise delegated responsibility (in liaison with the Lead psychologist) for managing the psychological resources available to the team, whether in the form of additional qualified or unqualified staff, or in the form of psychological materials employed in the assessment and treatment of service users.
 - j. To attend Psychology Department meetings as required and to maintain a professional network and contribute to development of the service.

4. Human Resources

- a. To manage the workloads and supervise the work of assistant psychologists, within the framework of the team/service's policies and procedures.
- b. To provide placements and clinical supervision to Doctoral/Trainee Clinical / counselling Psychologists and to evaluate Trainees' performance in line with University and HCPC and BPS regulations.
- c. To lead on as appropriate all stages of recruitment for psychology staff and others within the Living well where appropriate.
- d. To be involved in the induction of new staff as required
- e. To deputise for the lead psychologist in CMHT as and when required

5. Information Technology:

- a. To collect, record, maintain and provide data and statistics, including clinical information, in accordance with Trust and National requirements and policy, and comply with appropriate monitoring and review processes as required.
- b. To use computer software to record and create reports, documents and visual aids and charts for therapeutic programmes.
- c. To work flexibly with the use of MS Teams and/or Attend Anywhere where appropriate to facilitate clinical and/or professional meetings.

6. Research and service evaluation

- a. To contribute to the monitoring and development of the team's operational policies, through the deployment of professional skills in research, service evaluation and audit and ensuring incorporation of psychological frameworks for understanding and provision of care
- b. To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
- c. To design and undertake high quality research in areas appropriate to the needs of people with mental health problems and associated complex needs, using qualitative or quantitative measures.
- d. To provide research advice to other staff undertaking research, including providing support and assistance to Assistant and Trainee Clinical Psychologists undertaking doctoral research, single case evaluations and small scale research projects.
- e. To undertake project management, including complex audit and service evaluation, together with colleagues within the service, to help develop service provision.

7. General

- a. 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 post-holder's manager.
- b. 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.
- c. 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, Health and care Professions Council and Trust policies and procedures.
- d. To maintain up to date knowledge of legislation, national and local policies and issues in relation to learning disabilities, mental health problems and/or challenging behaviour (including trauma) and other relevant issues.

8. Infection Control

- e. All staff have a responsibility to appraise themselves of how the prevention of the spread of infection relates to their role. They have a responsibility to ensure they are aware of Trust policies and procedures in relation to infection prevention and control, and ensure that they comply with them in fulfilling their role. Please note there are COVID policies and COVID safe areas to comply with when on Trust premises or working with patients.

9. Information Governance

- a. Derbyshire Healthcare NHS Foundation Trust requires its staff to comply with Information Governance related standards and policies at all times when dealing with confidential information, which includes any information relating to the business of the Trust and its service users and employees.
- b. All NHS employees are bound by a duty of confidentiality and must conduct their duties in line with the NHS Confidentiality Code of Practice, Data Protection Act and Freedom of information Act.
- c. Post-holders must maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately and kept up to date. The post-holder must only access information, whether paper, electronic or in other media, which is authorised to them as part of their duties.

- d. All Information obtained or held during the post-holder's period of employment that relates to the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.
- e. Any breach of confidentiality or computer misuse could lead to disciplinary action, and in serious cases could result in dismissal. Breaches after the post-holder's employment has ended could result in the Trust taking legal action against them
- f. Post-holders must ensure that they are aware of their responsibilities by attending the Trust Mandatory Training and Induction programme.

10. Values:

As an employee of Derbyshire Healthcare NHS Foundation Trust you are required to adhere to the Trust's overriding value of putting 'patients at the heart of everything we do'. In recognising both the values expressed in the NHS constitution and the Trust values you will

- Take pride in the Trust, show loyalty and commitment
- Build and maintain trust in all our relationships
- Treat everybody with respect, recognise people's difference
- Value everybody, listen to others and respond accordingly
- Be positive, honourable and honest but also sensitive
- Be respectful, welcoming, polite and courteous

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- Put quality at the centre of all we do
- Educate and develop ourselves to perform to the highest of standards

11. Safeguarding

The action we take to promote the welfare of children and vulnerable adults and protect them from harm.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS IS EVERYONE'S RESPONSIBILITY.

All staff working within Derbyshire Healthcare NHS Foundation Trust who come into contact with children, young people and/or their families/carers, including those who are non clinical and those who work predominantly with adults has a duty within their role and responsibility to ensure that they understand what is required of them as an individual and as part of the wider organisation in order to keep children and vulnerable adults safe.

To be noted:

- This is not an exhaustive list of duties and responsibilities, and the post-holder 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 post holder.
- The post-holder is expected to comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information.

 Making a
**positive
difference**

11. Organisational Chart



12. Job Description Agreement

Job Holder's Signature: Date:

Lead Psychologist Neighbourhood and Campus Signature:

Name and Title: Date:

PERSON SPECIFICATION

Highly Specialist (8b) Clinical / Forensic Psychologist – Forensic Community Mental Health Team

| | Essential | Desirable | How Tested |
|---------------------------|--|--|------------------|
| Training & qualifications | Post-graduate doctorate in Clinical Psychology or forensic psychology (or its equivalent for those trained prior to 1996 or those in lateral transfer) as accredited by the B.P.S., and giving eligibility for Chartered including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan development psychology. | Training and qualifications in research methodology, staff training and/or other fields of applied psychology. | Application form |
| | Chartered status with the BPS. | Eligibility for full chartered status. | Application form |
| | Registered with the Health & Care Professions Council. | Registered as clinical psychologist. | Application form |
| | Formal training in supervision of other psychologists. | | Application form |
| | Formal training and/or accreditation in a specific mode of therapy relevant to WAA. | Other training in a relevant area e.g. MSc in an applied psychology subject. | Application form |

| | Essential | Desirable | How Tested |
|-------------------|--|--|------------------------------|
| Experience | Experience of working as a qualified clinical psychologist including at a highly specialist level (usually for a minimum of four years, including two years at a highly specialised level). | Expertise and interest in a specialist area relevant to the client group. | Interview |
| | Experience of specialist psychological assessment (including risk assessment), formulation and treatment of clients across a broad range of settings. | Use of specific assessment tools appropriate to service including neuro-psychological and standardised risk assessment or personality assessment tools | Application form / Interview |
| | Experience of working with a wide variety of clients 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. | Experience of working with clients with dual diagnosis (including substance misuse). Experience of working with clients with challenging behaviour. Experience of working with people with a learning disability and or ASD. | Application form / Interview |
| | Experience of exercising autonomous clinical responsibility for clients' psychological care and treatment within community settings. | | Interview |
| | Experience of working with staff teams to support the delivery of therapeutic care | | Interview |
| | Experience of providing teaching, training supervision and management. | | Interview |

| | Essential | Desirable | How Tested |
|--------------------------------|--|--|------------------------------|
| Experience continued... | Evidence of continuing professional development as recommended by the B.P.S. | | Interview |
| | Experience of contributing to service development and delivery. | Experience of leading a new initiative; design or delivery within a wider psychology service that improves patient experience / outcome. | Application form / Interview |

| | Essential | Desirable | How Tested |
|-------------------------------|---|--|------------------------------|
| Knowledge & skills | Very high level of interpersonal and communication skills enabling written and oral presentation and receipt of complex and sensitive information, to facilitate acceptance and relate effectively in an emotive and hostile environment. | Ability to process text, set up and use databases and spreadsheets. | Interview / Application form |
| | Skills in the use of complex methods of psychological assessment, formulation & intervention and management, frequently requiring sustained and intense concentration. | Well-developed knowledge of the theory and practice of a broad range of specialised psychological therapies and methodologies, relating to adults with mental health problems and associated complex risks and needs (such as PD diagnosis). | Interview |

| | Essential | Desirable | How Tested |
|--|--|--|-------------------|
| Knowledge & skills continued... | High level of assessment and therapeutic skills related to complex, severe and enduring psychological problems experienced by adults with mental health difficulties and complex needs, including and dual diagnosis issues. | Knowledge and experience of the theory and practice of specialised therapies in specific difficult to treat groups (e.g. CBT for psychosis, DBT for Personality disorder, Dual diagnosis, Trauma work, people with additional disabilities etc.) | Interview |
| | To utilise theory, evidenced based literature and research to support evidenced based practice in individual work and with other team members. | | Interview |
| | Ability to adapt communication and use specialist communication approaches to aid service user understanding. | | Interview |
| | Good interpersonal skills to facilitate communication with colleagues and other service providers. | | Interview |
| | Skills in providing consultation to other non-psychology colleagues, and teaching and training skills. | | Interview |
| | Ability to make judgements involving highly complex facts or clinical situations through assessment, analysis and interpretation of information and deciding on appropriate action from a range of options. This may involve situations where options are conflicting and where expert opinion differs or some information is unavailable. | | Interview |

| | Essential | Desirable | How Tested |
|--|---|------------------|-------------------|
| Knowledge & skills continued... | Ability to plan and organise tasks, activities or programmes manage a demanding workload in an organised and effective way, and prioritise complex work demands. | | Interview |
| | Awareness of, and ability to assess and manage risk. | | Interview |
| | 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 behaviours and to contribute to the improvement of standards and practice. | | Interview |
| | Proven keyboard skills and the ability to complete complex psychometric assessments that require manual dexterity, concentration and precision. | | Application form |
| | Knowledge and skills in the application of clinical forensic psychology in different cultural contexts. | | Interview |
| | Ability to demonstrate leadership and service development skills. | | Interview |
| | Good written communication skills with the ability to tailor these to varying contexts including MAPPA teams; police; probation and other professionals. | | Application form |
| | Ability to complete basic work related records. Doctoral level knowledge of research design and methodology, including complex multivariate analysis as practised within the field of clinical psychology. | | Interview |
| | Knowledge of current legislation and guidance for clinical practice and professional management in relation to the service user group | | Interview |
| Contribute to the development of others, ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic sessions. | | Interview | |

| | Essential | Desirable | How Tested |
|-----------------|---|--|------------|
| Personal | Possess an enthusiasm for psychology in relation to the recovery approach for individuals with mental health problems and complex needs. | Understanding of the needs of people with severe and enduring mental health challenges; who may have other needs (e.g. ASD / LD) and the need to work in a person-centred way. | Interview |
| | Resilience to, and ability to maintain a high degree of professionalism, in the face of distressing or emotional situations and hostile environments and to work sensitively in emotionally charged situations. | | Interview |

| | Essential | Desirable | How Tested |
|--------------|---|--|------------------------------|
| Other | Ability to meet the travel requirements of the post and to work from home or other Trust base as and when required. | | Application form |
| | Must be capable of planning and prioritising own work on a day to day basis with support of regular supervision, and able to recognise when further advice is required. | | Interview |
| | Ability to articulate and interpret clearly the role of the profession of clinical/ forensic psychology based upon a good understanding of the government and national professional policy. | | Interview |
| | Understanding of the current political and NHS climate of supporting people in the community and avoiding inpatient admission. | | Interview |
| | A willingness to evaluate service development, service need and psychological delivery within the context of a developing service. | Publications relevant to / clinical psychology | Application form / Interview |