

JOIN OUR PSYCHOLOGY TEAM



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

We want Derbyshire to be a community that cares for and supports each other so that people flourish, feel connected and empowered to pursue their aspirations.

Could you be part of our multidisciplinary Living Well team ensuring the systematic provision of a Clinical Psychology Service for people in the north of the county so that we transform our Community Mental Health Teams?



We are looking for a

Highly Specialist Clinical Psychologist II (Band 8b)

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

We will provide relocation costs for the right candidate

Located in the beautiful north of Derbyshire, you would be joining multidisciplinary (MDT) teams 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 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 II (8b) Clinical Psychologist
ACCOUNTABLE TO:	Lead Psychologist CMHT & Living Well
REPORTS TO:	Lead Psychologist CMHT & Living Well and Area Service Manager
RESPONSIBLE FOR:	Attached Doctoral trainees and assistant or graduate psychologists. Other qualified psychologists & therapists in agreement with professional line manager.
GRADE:	Band 8b
BASE:	Initially, Bayheath House, Chesterfield with presence in localities across North Derbyshire
HOURS:	Up to 37.5 hours per week (1.0 wte)
LIAISES WITH:	Other members of the multidisciplinary team (MDT) including service managers, clinical psychologists within the Trust, other services, agencies and teams within the local area.

Job Summary

You will be a leading member of the multidisciplinary Living Well team, combining 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 clients in the north of the county.

Using your wide range of experience of working with those having complex mental health needs you will deliver evidence-based interventions to clients with severe and enduring mental health problems including those who have experienced complex trauma. You will lead on psychological formulations within the Living Well team and the MDT and provide guidance around psychological care.

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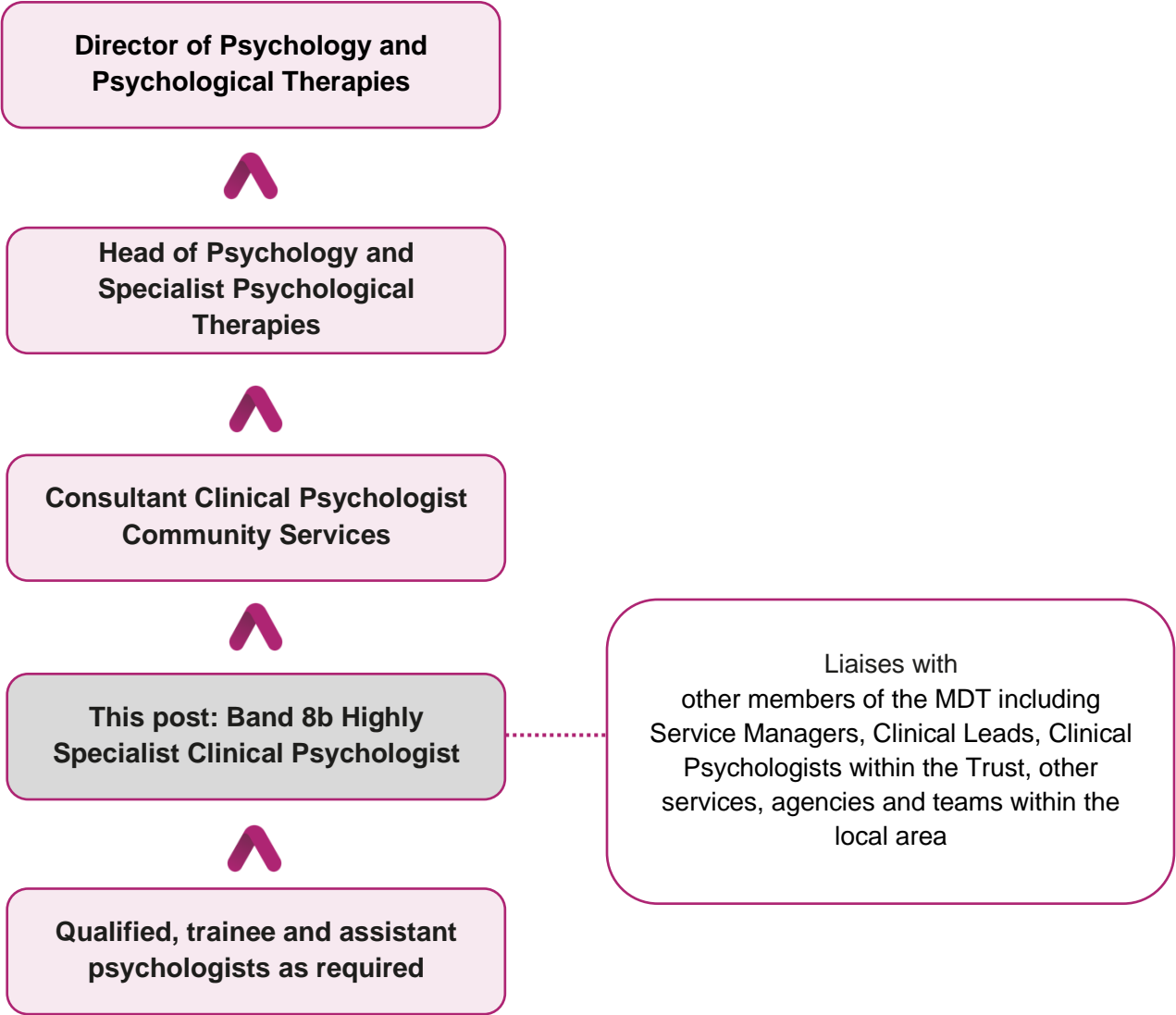
Job Summary continued...

You will be expected to work autonomously within professional guidelines and the overall framework of team policies and procedures. The role includes providing supervision to assistants, and psychologists during their postgraduate training and other psychologists or therapists as appropriate.

You will offer and provide advice and consultation to the team managers, team members from other disciplines, other colleagues, and non-professional carers, on matters related to the psychological needs and issues relevant to the services and their users. Furthermore, you will take a leadership role and support any ongoing transformational work within the region.

It will be essential for you to 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.

Organisational Chart



Key Result Areas

Clinical

Responsible for:

- a. Providing a highly specialist 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 wellbeing. This may include people with dual diagnosis including trauma backgrounds and experience.
- b. Working alongside multi-professional groups that include other agencies to plan and deliver care for individuals living in the community with complex mental health needs.
- c. Leading and developing delivery of psychological groups to improve wellbeing and reduce distress for service users within the Living Well CMHT.
- d. Undertaking 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. Formulating and implementing 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. Implementing and leading a range of highly specialised psychological interventions in conjunction with the Living Well CMHT as well as other professionals as part of the service user's care plan, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
- g. Evaluating and making decisions about treatment options, considering 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 within the locality.
- h. Exercising autonomous professional responsibility for the assessment, treatment and discharge of service users whose problems are managed by psychologically based standard care plans.
- i. Providing highly specialist psychological advice, guidance and consultation to other professionals contributing directly to service users' formulation, diagnosis and treatment plan.
- j. Ensuring all members of the care team have access to a psychologically based framework for understanding and care of service users, through the provision of formulation, advice and consultation and the dissemination of psychological research and theory.
- k. Undertaking risk assessment and risk management of individual service users and to provide advice to other professions on psychological aspects of risk assessment and risk management.

- l. Attending, as a senior clinician, regular clinical review meetings for service users under the care of the Living Well CMHT 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. Working closely with the team to develop a comprehensive and appropriate programme of therapeutic activities for clients.
- n. Leading the development and understanding of trauma informed systems for all staff members.
- o. Monitoring and evaluating progress during both uni- and multi-disciplinary interventions.
- p. Communicating 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. Providing expertise, advice, and support to facilitate the effective and appropriate provision of psychological care by all members of the care team.
- d. Maintaining and developing skills in the area of professional post graduate training and clinical supervision.
- e. Providing professional and clinical supervision of qualified psychologists, trainee, and assistant psychologists.
- f. Contributing to the pre-qualification Doctoral training and supervision of clinical psychologists, as appropriate.
- g. Providing 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. Working 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. Being 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. Providing advice, consultation and training to staff working with the service user across a range of agencies and settings as appropriate.
- k. Providing 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. Providing post qualification training (CPD) and clinical professional supervision to qualified psychologists attached to the team or in other

Teaching, training and supervision

Responsible for:

- a. Receiving regular clinical and professional supervision from a senior clinical psychologist.
- b. Maintaining a high level of clinical expertise and competence
- c. Demonstrating continuing professional development through development of knowledge and skills and to remain up to date with professional practice.
- d. Maintaining and developing skills in the area of professional post graduate training and clinical supervision.
- e. Providing professional and clinical supervision of qualified psychologists, trainee, and assistant psychologists.
- f. Contributing to the pre-qualification Doctoral training and supervision of clinical psychologists, as appropriate.
- g. Providing 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. Working 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. Being 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. Providing advice, consultation and training to staff working with the service user across a range of agencies and settings as appropriate.
- k. Providing 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. Providing 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. Providing expert knowledge and guidance to the lead psychologist to advise on decisions made regarding developments of the service.

Policy and Service Department

Responsible for:

- a. Continued development and implementation of referral protocols, and guidelines, relevant to the delivery of psychological services to clients within the Living Well CMHT.
- b. Contributing 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. Providing relevant data to the lead psychologists and other senior managers to support decision making and responsiveness to patient needs.
- d. Participating 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. Overseeing 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. Advising both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.

- g. Attending service and business meetings as required and appropriate.
- h. Exercising responsibility for the systematic governance of psychological practice within the service.
- i. Exercising 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. Attending Psychology Department meetings as required and to maintain a professional network and contribute to the development of the service.

Human Resources

Responsible for:

- a. Managing the workloads and supervising the work of assistant psychologists, within the framework of the team/service's policies and procedures.
- b. Providing 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. Leading on, all stages of recruitment for psychology staff and others within the Living Well CMHT as appropriate and to be involved in the induction of new staff.
- d. Deputising for the Lead Psychologist from time to time.

Research and Service Evaluation

Responsible for:

- a. Contributing 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. Utilising theory, evidence-based literature, and research to support evidence-based practice in individual work and work with other team members.
- c. Designing and undertaking 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. Providing 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. Undertaking project management, including complex audit and service evaluation, together with colleagues within the service, to help develop service provision.

Information Technology

Responsible for:

- a. Collecting, recording, maintaining, and providing 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. Using computer software to record and create reports, documents and visual aids and charts for therapeutic programmes.
- c. Working flexibly with the use of Microsoft Teams and/or 'Attend Anywhere' where appropriate to facilitate clinical and/or professional meetings.

General

Responsible for:

- a. Contributing 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(s).
- b. Contributing to the development and articulation of best practice in psychology across the services, 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. Maintaining 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, ACP, HCPC and Trust policies and procedures.
- d. Maintaining 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.

To be noted:

- This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties that 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.

Information Governance

- a. The Derbyshire Healthcare Foundation NHS 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's mandatory training and induction programme.

Infection Control

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 clients.

Values

Our vision is underpinned by four key values, which have been developed in partnership with our patients, carers, staff, and wider partners.

We can only provide good quality services through our dedicated colleagues, working together with a common purpose. Our values reflect the reasons why our workforce chooses to work for the NHS and for Derbyshire Healthcare.

- **People first** – We work compassionately and supportively with each other and those who use our services. We recognise a well-supported,

engaged, and empowered workforce is vital to good patient care

- **Respect** – We respect and value the diversity of our patients, colleagues, and partners and for them to feel they belong within our respectful and inclusive environment
- **Honesty** – We are open and transparent in all we do
- **Do your best** – We recognise how hard colleagues work and together we want to work smarter, striving to support continuous improvement in all aspects of our work.

Safeguarding Children & Vulnerable Adults Is Everyone's Responsibility

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

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.

Health and Safety

In addition to the responsibilities of the Trust under Health and Safety legislation you are reminded of your responsibilities for health and safety at work under the Health and Safety at Work Act 1974 as amended and associated legislation. These include the duty to take reasonable care for the health and safety of yourself and of others in your work activities or omissions, and to co-operate with your employer in the discharge of its statutory duties.

You must adhere strictly to the policies and procedures on health and safety, and report all accidents, dangerous occurrences, unsafe practices, or damage to your manager promptly using the Trust's incident reporting system.

You must make use of appropriate training, safety equipment, protective clothing and footwear and attend training. Failure to comply with these requirements may result in disciplinary action.

Job Description Agreement

Job Holder's signature: Date:

Head of Department's signature: Date:

Title:

PERSON SPECIFICATION

JOB TITLE: Highly Specialist II Clinical Psychologist – North Derbyshire Living Well CMHT

ACCOUNTABLE TO: Lead Psychologist CMHT & Living Well

REPORTS TO: Lead Psychologist CMHT & Living Well and Area Service Manager

RESPONSIBLE FOR: Attached Doctoral trainees and assistant or graduate psychologists. Other qualified psychologists & therapists in agreement with professional line manager

GRADE: Band 8b

BASE: Initially, Bayheath House, Chesterfield with presence in localities across North Derbyshire

HOURS: Up to 37.5 hours per week (1.0 wte)

	Essential	Desirable	How Tested
Training & qualifications	Post-graduate doctorate in Clinical Psychology (or its equivalent for those trained prior to 1996 or those in lateral transfer) as accredited by the British Psychological Society (BPS) 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
	Eligible for Chartered status with the BPS	Chartered Status with the BPS	Application
	Registered with the Health & Care Professions Council (HCPC)		Application
	Formal training in supervision of other psychologists	Leadership training	Application
	Specialist training across a range of relevant adult mental health presentations e.g., complex trauma	Specialist accredited psychotherapy training applicable to complex presentations	Application

	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)	Experience of working with clients with dual diagnosis (including substance misuse). Experience of working with people with neurodevelopmental issues	Interview
	Experience of specialist psychological assessment, formulation, and treatment of clients across a broad range of settings		Application / Interview
	Expertise and interest in a specialist area relevant to the client group e.g. phased-based/graded approaches to complex/co-morbid/chronic presentation, complex trauma, dissociative disorders		Application / Interview
	Substantial experience working with a wide variety of clients with complex presenting problems that reflect the full range of clinical severity. This includes maintaining a high degree of professionalism in the face of highly emotive and distressing problems, potential verbal abuse and the threat of physical abuse.	<ul style="list-style-type: none"> • Experience of working with service users with behaviour that challenges, where risk of self-harm or harm to others is a key feature • Experience of developing, setting up and facilitating therapeutic groups. 	Application / Interview
	Experience of working with and formulating treatment plans for complex trauma and associated varied and complex presentations		Application / Interview
	Experience of exercising autonomous clinical responsibility and judgment with regard to own professional practice and the supervision of others.		Interview

	Essential	Desirable	How Tested
Experience (continued)	Experience in managing highly complex situations concerning e.g. safeguarding, risk management, clinical governance, complaints and investigations.		Interview
	Leadership experience and evidence of success in leading service delivery and contributing to service transformation and implementing change from a national and local health agenda that impacts across services and professions		Application
	Substantial experience of service evaluation		Application
	Significant experience of working with staff teams to support the delivery of therapeutic care		Interview
	Experience of designing and disseminating teaching/training and providing supervision		Interview
	Significant experience of providing clinical supervision to trainee & qualified staff		Interview
	Evidence of continuing professional development as recommended by the BPS and HCPC		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 environment	Ability to process text, set up and use databases and spreadsheets	Application / Interview
	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	Interview
	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	Knowledge and experience of the theory and practice of specialised therapies in specific 'difficult to treat' groups (e.g. complex trauma/dissociative presentations, psychosis, 'personality disorder', 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

	Essential	Desirable	How Tested
Knowledge & skills (continued)	Skills in providing specialist consultation and liaison 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
	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
	Knowledge and skills in the application of clinical psychology in different cultural contexts		Interview
	Specialist understanding of the impact of language, culture, gender, ethnicity and disability in shaping attitudes, abilities, and difficulties		Interview

	Essential	Desirable	How Tested
Knowledge & skills (continued)	Ability to demonstrate leadership and service development skills		Interview
	Good written communication skills with the ability to make complex information accessible with service users, staff and also the wider peer/academic community.	Experience of publications and the processes involved.	Application
	Ability to complete work related records		Interview
	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
	Specialist understanding of the importance of managing and maintaining professional boundaries.		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 strengths based/recovery approach for individuals with mental health problems, complex needs, and challenging behaviour		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.		Application
	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 clearly interpret the role of the profession of clinical psychology based upon a good understanding of the government and national professional policy		Interview

	Essential	Desirable	How Tested
Trust Values	<ul style="list-style-type: none"> ➤ People first – We work compassionately and supportively with each other and those who use our services. We recognise a well-supported, engaged, and empowered workforce is vital to good patient care ➤ Respect – We respect and value the diversity of our patients, colleagues, and partners and for them to feel they belong within our respectful and inclusive environment ➤ Honesty – We are open and transparent in all we do ➤ Do your best – We recognise how hard colleagues work and together we want to work smarter, striving to support continuous improvement in all aspects of our work. 		Interview