

**Part A - Grade & Structure Information**

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| **Job Family Code** | **11PCS** | **Role Title** | **Clinical Psychologist** |
| **Grade** | **P11** | **Reports to (role title)** | **THPT Mental Health Lead** |
| **JE Band** | **439 - 518** | **School** | **The Howard Partnership Trust** |
| **Date Role Profile created** | **March 2020** |
| **Part B - Job Family Description**  The below profile describes the general nature of work performed at this level as set out in the job family. It is not intended to be a detailed list of all duties and responsibilities which may be required. The role will be further defined by annual objectives, which will be developed with the role holder. THPT reserves the right to review and amend the job families on a regular basis. | | | |
| **Role Purpose**  including key outputs | | You will play an important role in supporting the provision of a clinical psychology service to students referred to the psychology team from senior staff within each school. You will be required to work autonomously within professional guidelines and provide specialist psychological assessment, care planning and a range of evidence-based psychological interventions. | |
| **THPT Work Context and Generic Responsibilities** | | Maintain confidentiality in and outside of the workplace  Be pro-active in matters relating to health and safety and report accidents as required  Support aims and ethos of the school setting a good example in terms of dress, behaviour, punctuality and behaviour, punctuality and attendance  Uphold and support the School’s Policies and procedures on the Safeguarding of young people | |
| **Line management responsibility**  if applicable | | May manage a small team. | |
| **Budget responsibility**  if applicable | | May provide advice and recommendations on how the budget is spent. | |
| **Representative Accountabilities** Typical accountabilities in roles at this level in this job family | | **Risk Management**  • Identify opportunities and risks associated with the service and escalate / report to management.  • Conduct assessments in complex or high risk circumstances ensuring appropriate actions are taken in response to identified safeguarding/wellbeing issues to increase the protection of vulnerable people.    **Service Development**  • Apply specialist/professional expertise and use judgement to make decisions where solutions are not obvious, to deliver services that meet customer requirements and service standards.  • Ensure professional and quality service standards are maintained and applied within their area of activity.    **Planning & Organising**  • Develop and implement plans for their own area and contribute to business and service planning.    **Finance/Resource Management**  • May monitor, analyse and manage delegated budgets, funding and resources in accordance with organisation policies and procedures, or have indirect influence on wider service budget.    **Work with others**  • Work with other service areas / partner professionals and organisations to assess and deliver individual service user needs and / or service objectives and priorities.    **People Management**  • Manage a defined team or area providing clear organisation, direction and development.  • Monitor and support the performance management and development of team members using a coaching approach, to support individual development and ensure that individual contributions are maximised.    **Duties for all**  Values: To uphold the values and behaviours of the organisation.  Equality & Diversity: To work inclusively, with a diverse range of stakeholders and promote equality of opportunity.  Health, Safety & Welfare: Responsible for ensuring health and safety policies, procedures and legislation are implemented, communicated and managed including making sure that health and safety responsibilities are fully understood and carried out by employees within their service area.  To have regard to and comply with safeguarding policy and procedure as appropriate. | |
| **Education, Knowledge, Skills & Abilities, Experience and Personal Characteristics** | | • Professional qualification and relevant registration where required with post qualification practical experience, or substantial relevant and practical experience across a number of areas and in depth specialist knowledge.  • Deep understanding of relevant legislation and practice standards.  • Knowledge and awareness of broader contextual factors affecting wider service delivery.  • Ability to exercise evaluative judgement appropriately.  • Ability to manage budgets in accordance with financial procedures.  • Proven written and oral communication and interpersonal skills with good negotiation and influencing skills, and the ability to work collaboratively with internal and external partners/professionals.  • Competent in a range of IT tools including MS Office and database management systems.  • High level problem solving skills with the capacity to devise and implement innovative solutions.  • Demonstrable experience in successful recruiting, managing, coaching and developing of staff.  • Satisfactory DBS clearance might be required. | |
| **Details of the specific qualifications and/or experience if required for the role in line**  **with the above description** | | The successful candidate will be subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS). THPT is committed to the safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. | |
| **Role Summary** | | Roles at this level provide, manage and / or co-ordinate and contribute to promoting good practice and service development. They will require knowledge across a number of areas or in depth technical or specialist knowledge. They will typically work with those both inside and outside the organisation to influence the development of services or delivery of specific projects, establishing effective local working relationships and joint working arrangements. There will be a requirement to plan and organise own and/or team activity over a significant time scale and coordinate work with associated functions, and they may contribute to strategic developments in their area of expertise. They ensure that their services achieve the agreed financial and service standards, and will have professional autonomy and discretion within operational policies and precedents. | |

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