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| **Post title** |  Clinical Psychologist |
| **School/Organisation** | The Howard Partnership Trust |
| **Location** | Howard of Effingham |
| **Grade** | P10/11/12 |
| **Contract Type** | Permanent |

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| **MAIN PURPOSES OF THE JOB** |
| You will play an important role in providing a Psychology service to children and young people referred to the psychology team by staff within each school within THPT’s vision of excelling in ‘bringing out the best’ in young people of all abilities and aptitudes, so increasing their life-chances for their future success and fulfilment. You will be required to work autonomously and as a member of a team within professional guidelines and provide specialist psychological assessment, care planning and a range of evidence-based psychological interventions. Roles at this level provide, manage and / or co-ordinate and contribute to promoting good practice and service development. You will require knowledge across a number of areas or in depth technical or specialist knowledge. You 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 your own and/or team activity over a significant time scale and coordinate work and you may contribute to strategic developments in their area of expertise. You will ensure that your services and that of the team achieve the agreed financial and service standards and you will have professional autonomy and discretion within operational policies and precedents. You will assess children using a range of diagnostic tools including, WISC V, WPPSI, ADOS and a number of other screening measures. As a qualified psychologist, you will be required to assess, diagnose and offer 1:1 interventions for children & young people just as if you were in an NHS community setting. In addition to this, you will lead on a number of preventative projects including one aimed at building resilience into all our students. THPT has established strong relationships with Surrey University and has offered both “specialist” and “core “placements to doctorate trainees and we assist with lectures, interviews and marking for Surrey University clinical doctorate, which will continue to be facilitated by this the person undertaking this role. |

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| **RESPONSIBILITIES OF THE JOB** |
| Risk* Conduct clinical 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.
* Provide and receive highly complex, sensitive or contentious information
* Communicate information about highly complex facts or situations, interpretation, comparison of a range of options to a range of stakeholders
* Skills for assessing clients, relatives & interpreting client, family situation & appropriate formulation, even when expert opinion may differ
* Plan and organise a broad range of complex activities; formulates, adjusts plans or strategies.
* Plans & prioritises own patient workload/ co-ordinates specialist service
* Day to day supervision/ professional/ clinical supervision

Service Development * Apply specialist/professional expertise and use judgement to make decisions to deliver services that meet customer requirements and service standards.
* Ensure professional and quality service standards are maintained and applied

Planning & Organising * Develop and implement plans for Psychology and communicate to the rest of the team
* Finance/Resource Management associated with the work of Psychology
* Work with other service areas / partner professionals and organisations to assess and deliver individual service user needs and / or service objectives and priorities.
* 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.

Clinical responsibilities* To provide highly specialist psychological assessment of children with moderate to severe mental health problems and/or neurodevelopmental problems and/or behavioural problems.
* To undertake assessment utilising information from a broad range of structured psychometric and semi-structured clinical methods.
* To integrate this information into a psychological formulation of the client and his/her psychosocial environment, drawing on a range of psychological theoretical perspectives.
* To formulate and implement plans of highly specialist psychological treatment or management of clients’ mental health problems and/or behavioural problems, based on an appropriate conceptual framework and current evidence-based best practice, taking into account the current NICE guidelines.
* To undertake a range of psychological therapeutic interventions, drawing on a number of psychological models and employing a range of modalities (individual and group) adapted and tailored to the needs of the individual and the context.
* To undertake treatments recommended by NICE guidelines, as appropriate, and to keep up to date with relevant developments in the practice of CBT and other recommended treatments.
* To be able to overcome a variety of barriers to communication when working with children and families who may be very anxious, vulnerable and have difficulty articulating their problems, requiring imaginative and sensitive approaches towards engagement.
* To take substantial professional responsibility and exercise autonomous judgement with regard to his/her professional practice.
* To be responsible for providing a specialist psychological perspective in the multi-disciplinary assessment of service users and their families or carers.
* To contribute highly specialist psychological advice and consultation to the multi-disciplinary formulation of appropriate therapeutic approaches or intervention plans, and to be involved in, or oversee specialist psychological aspects of their implementation in collaboration with other staff
* To offer an expert professional opinion where required regarding such issues as psychological and cognitive functioning, degree of suicidal risk, risk of harm to others and whether a child is at risk of significant harm for child protection purposes. This may involve attendance at or providing detailed reports for child protection conferences, special educational needs reviews, family group conferences and in court.
* To consult with and provide specialist psychological guidance to carers and families of service users.
* To be committed to non-discriminatory practice and be aware of issues of religion, ethnicity, gender and disability.
* To provide continuous evaluation and production of reports to evidence that an effective service is being provided, seeking feedback from people who use services and other stakeholders
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| **Person Specification Criteria** | **Requirement** |
| *Essential* | *Desirable* |
| 1. | Educated to degree level or equivalent experience | X |  |
| 2. | Good Honours degree in Psychology | X |  |
| 3. | Post graduate doctorate in Clinical Psychology |  | X |
| 4. | Registration with Health and Care Professions Council (HCPC) | X |  |
| 5. | Clinical Supervision training |  | X |
| 6. | Excellent ICT skills, with the ability to produce a range of reports and provide information in a practical and understandable format | X |  |
| 7. | Training cognitive development and neuropsychological disorders e.g. WISC V & WPSSI and Specialist training in Autistic Diagnostic Observation Schedule (ADOS) | X |  |
| 8. | Excellent communication and mediation skills, being able to demonstrate effective communication with staff, senior management and external organisations, especially through a period of significant change | X |  |
| 9. | Understanding and commitment to safeguarding and promoting the welfare of children and young people and ensuring they are protected from harm | X |  |
| 10. | Excellent self-management, including time management, working under pressure and meeting deadlines | X |  |
| 11. | Experience in delivering training to internal stakeholders | X |  |
| 12. | Skills in the use of complex methods of psychological assessment, intervention & management |  | X |
| 13. | Understanding of the Trust’s values and vision |  | X |
| 14. | Commitment to professional development to improve own practice/knowledge |  | X |

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| **The ability to progress through the grades is dependent on experience of psychological assessment intervention and management and whether the individual as attained a Post graduate doctorate in Clinical Psychology.**  |

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| **FURTHER INFORMATION** |
| Due to the nature of this role, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. In making your application, it is essential you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are ‘spent’ under the provision of the Act, and, in the event of the employment being taken up; any failure to disclose such convictions will result in dismissal or disciplinary action. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment. |