

PROGRESS *your* CAREER



Clinical or Counselling Child Psychologist Band 8a

Job Description and Person Specification

Job Description

JOB TITLE: Clinical or Counselling Child Psychologist

BAND: 8a

RESPONSIBLE TO: CYP Psychological Professions lead

KEY RELATIONSHIPS:

| Internal | External |
|--|---|
| CYPMHS Team CYPMHS Care Pathway Leads CYPMHS Team Manager Multi-professional clinicians across CYPMHS | GPs Social Care Third Sector Acute Hospitals |

The purpose of this job description is to outline the level of responsibility and accountability of this post. This will ensure that all work undertaken by our staff is clearly identified and carried out under clear lines of accountability.

Aim of the role:

The expectation of this post holder will be to support their team, department and organisation to achieve the Trust's Values in their day to day work. These are the 5P's:

- Putting people first
- Prioritising quality
- Being progressive, innovative and continually improve
- Being professional and honest
- Promoting what is possible – independence, opportunity and choice

The post holder will achieve this by:

The post-holder will provide clinical leadership and specialist treatment and assessment within their professional sphere of expertise in CYPMHS. They will be responsible for assessment, treatment and systematic outcome measurement and the extensive clinical supervision of junior clinicians throughout the CYPMHS team.

They will ensure that a high quality, timely, accessible and evidence-based service is available to all service users who need it throughout the CYPMHS team.

The post-holder will establish and maintain excellent working relationships with wider mental health and wellbeing services and ensure adherence to evidence based treatments by all clinical staff across the CYPMHS team.

The post-holder will be directly involved in delivering and supervising a range of therapeutic interventions, which may include parent work, group work, school observations of children, short term CYPMHS input and specialist psychological treatments. They will be responsible for all

specialist psychological assessments and treatments within their professional sphere of expertise within CYPMHS.

Key Responsibilities:

1. To provide an efficient, effective, comprehensive and specialist psychological service for children and adolescents with emotional and mental health problems, their carers/parents and families
2. To contribute to multi-disciplinary assessment and treatment of children and adolescents with emotional and mental health problems, their carers/parents and families
3. To undertake a range of highly specialist clinical work, urgent assessment work, parenting support and specialist cases.
4. To provide extensive expert supervision and consultation on CYPMHS cases to other multi-disciplinary staff within CYPMHS, including junior medical staff.
5. To contribute to audit and research
6. To actively engage in treatment and outcome monitoring, including the use of normed measures associated with CYP-IAPT
7. To work in clinical practice, making use of supervision, within the overall framework CYPMHS and the Trust's policies and procedures

Leadership

1. The post-holder will provide clinical leadership within the sphere of their professional expertise
2. To actively promote integrated health/care professional working internally and externally
3. To facilitate the development of a positive and 'supportive' team culture by taking responsibility for dealing effectively with potential conflict.
4. To take an active interest in working parties and groups within the Trust to develop and improve on service delivery, protocols and guidelines
5. To participate in the audit process, linking in with the clinical governance agenda
6. To advise, encourage and share knowledge utilising the latest research and practice development, through literature and peer reviews
7. They will ensure that a high quality, timely, accessible and evidence-based service is available to all service users who need it and who use it across CYPMHS.

Clinical Skills

1. To act as an autonomous professional fully registered with the appropriate professional or regulatory body (e.g. HCPC, BACP, UKCP, AFT).
2. To use an expert clinical understanding in assessing, jointly with colleagues in the multi-disciplinary team, children, adolescents and their families in order to formulate their strengths and difficulties and to determine the most appropriate treatment plan
3. To work alongside other colleagues in CYPMHS and in the care pathway in order to provide an in-depth comprehensive assessment of the child's, young person's, and family's functioning where there is a constellation of high dysfunction and entrenched difficulties in the family. To clinically lead this process in the CYPMHS team
4. To provide highly specialist therapeutic interventions with due regard to issues of cultural, racial and religious difference and sexual orientation
5. To provide highly specialist clinical assessment of children and young people with severe, highly complex and persistent mental health problems

6. To undertake specialist observations of children in school settings as part of wider assessments
7. To provide expert therapeutic interventions (including parent/child work, group work, parent support input, psycho-education and brief individual work with children and young people) to children and young people with complex mental health difficulties including neurodevelopmental disorders such as autistic spectrum disorders, learning difficulties, ADHD; emotional difficulties, including depression and anxiety states; attachment disorders; conduct disorders, eating disorders; post-traumatic stress disorder; psychosomatic disorders; enuresis/encopresis, aggression, borderline states, self-harming, substance misuse and other behaviour potentially dangerous to the child/young person or others
8. To undertake work with parents/carers/networks of referred children and young people
9. To utilise theory, literature and research to support evidence based practice in individual work and work with other members of CYPMHS

Computer/Administration

1. To be computer literate and implement the Trust's IM&T Strategy
2. To ensure accurate recording and updating of patients' records, including risk information, maintaining confidentiality at all times
3. To ensure electronic outcome monitoring is completed for patients' treatment
4. To complete mandatory on-line training associated with the post
5. To take part, and assist, in the planning and administration relating to day to day running of the caseload

Communication

1. To have a wide range of knowledge in specialist clinical approaches to communicating and managing patient care
2. To be able to effectively communicate with colleagues, peers, senior managers and clinical leads within the Trust
3. To be able to communicate complex patient related information facilitating positive outcomes and ensuring collaborative working
4. To participate in the review and development of clinical policies and identify improvements to service provision
5. To provide reports on children and young people for parents, referrers and for other outside agencies, including Social Services and Education Services which describe assessment outcomes in accessible terms and formulate care plans
6. To participate in regular clinical discussions and reviews of cases in treatment with members of the multi-disciplinary team
7. To present cases to network meetings with professional members of other agencies
8. To provide psychological and clinical advice to other professionals working within the CYPMHS team
9. To be responsible for continually monitoring and evaluating risk to/from children and young people in one's own caseload and during supervision/consultation discussions

Training

1. To contribute to the training experience of trainee therapists and students from other disciplines on placement, as appropriate
2. To provide extensive and expert clinical supervision as required and extensively within the CYPMHS team
3. To support new staff and their integration within the team
4. To be responsible for contributing to the academic and clinical teaching programmes within CYPMHS

5. To ensure own continued professional development to maintain 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 professional and service managers
6. To maintain up to date knowledge of legislation, national and local NHS, Social Care and Education policies and issues of relevance to the patient group, particularly safeguarding policies and procedures and NICE guidelines
7. To undertake mandatory training and workshops
8. To receive regular clinical and service related supervision from an appropriate professional within NELFT
9. To undertake a regular appraisal, developing a personal development plan that includes clinical competencies reflecting the mental health needs of the local population and related to Trust strategy

Additional Information

Additional information about protocols and guidelines while working at NELFT are outlined in [this document](#).

Key Performance Indicators (KPI) and Objectives

Each individual and service will be set KPIs and achievement against these will be regularly reviewed. Performance against individual and service KPI's will be routinely monitored by your manager.

Review of this Job Description

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

Other Duties

There may be a requirement to undertake other duties as may reasonably be required to support the Trust. These may be based at other Trust managed locations.

Date last reviewed: 18 January 2018

Date to be reviewed:

Job evaluation reference number:

Person Specification

Please note if you do not meet all the criteria listed in the person specification, we encourage you to still apply and development needs can be discussed at the interview.

| Demonstration of Trust Values | Essential | Desirable | Measurement |
|--|-----------|-----------|---|
| <ul style="list-style-type: none"> • Putting people first • Prioritising quality • Being progressive, innovative, and continually improve • Being professional and honest • Promoting what is possible, independence, opportunity, and choice | ✓ | | Application Form Interview Assessment |

| Qualifications | Essential | Desirable | Measurement |
|--|-----------|-----------|---|
| NVQ level 2 or equivalent standard of literacy and numeracy | ✓ | | Application Form Interview Assessment |
| Successful completion of a post-graduate training in psychological practice (e.g. art psychotherapist, psychologist, family therapist, child and adolescent psychotherapist) | ✓ | | Application Form Interview |
| To be eligible for registration as a full member of the appropriate professional body (e.g. HCPC, BACP, UKCP, AFT, ACP) | ✓ | | Application Form Interview |

| Experience | Essential | Desirable | Measurement |
|---|------------------|------------------|-------------------------------|
| Extensive experience of working with difficult, disturbed or challenging children/young people requiring skilled and complex interventions | ✓ | | Application Form Interview |
| Extensive experience of working with children and adolescents with co-morbid difficulties and special needs. (i.e. combination of organic and emotional deficits, such as autistic spectrum disorders and trauma) | ✓ | | Application Form Interview |
| Extensive experience of working therapeutically with parents/carers/families of children and young people with complex mental health problems | ✓ | | Application Form |
| Experience of using observation (eg. In school contexts) to contribute to assessments of children | ✓ | | Application Form Interview |
| Experience of carrying out generic assessment with other colleagues in the multi-disciplinary team | ✓ | | Application Form Interview |
| Experience of specialist assessment | ✓ | | Application Form Interview |

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| carried out autonomously in order to determine the most appropriate treatment plan from a range of options for the child/young person | | | |
| Extensive experience of providing specialist individual interventions with a wide variety of children and young people, from 3 to 19 years old- presenting problems at the most severe end of the spectrum | ✓ | | Application Form Interview |
| Experience of initiating, organising and planning inter-agency meetings aimed at setting in place a treatment package tailored to the individual needs of a child/young person | ✓ | | Application Form Interview |
| Experience of providing professional teaching and training for other professionals working with the client group within the service and within related agencies | ✓ | | Application Form Interview |
| Experience of providing clinical interventions in different cultural contexts | ✓ | | Application Form Interview |

| Knowledge | Essential | Desirable | Measurement |
|---|------------------|------------------|---|
| An awareness of NHS priorities | ✓ | | Application Form Interview Assessment |
| An awareness of NHS Plan, NSF and clinical governance priorities | ✓ | | Application Form Interview Assessment |
| High level knowledge of the theory and practice of short term and long term in clinical interventions in CAMHS/EWMHS | ✓ | | Application Form Interview |
| Knowledge of legislation in relation to children and adolescents and safeguarding procedures and policies | ✓ | | Application Form Interview |
| Knowledge of NHS, Social Care and Education structures, national policies and frameworks, evidence based practice including NICE guidelines | ✓ | | Application Form Interview |
| Knowledge of risk management and ability to monitor and assess risk and act accordingly to ensure safety | ✓ | | Application Form Interview |
| Knowledge of electronic record systems, e.g. Rio | ✓ | | Application Form Interview |

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|--|---|--|-------------------------------|
| Knowledge of research methodology and outcome research methodology and outcome research design and ability to critically interpret research findings | ✓ | | Application Form Interview |
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| Skills | Essential | Desirable | Measurement |
|--|-----------|-----------|---|
| Basic awareness of IT and IT skills | ✓ | | Application Form Interview Assessment |
| Ability to communicate clearly and effectively highly complex and sensitive matters to patients, which give rise to psychological distress | ✓ | | Application Form Interview |
| Highly developed ability to integrate complex clinical information into a coherent formulation | ✓ | | Application Form Interview |
| Specialist skill in the ability to communicate effectively, verbally and in writing complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside CAMHS/EWMHS | ✓ | | Application Form Interview |
| Ability to tolerate anxiety without | ✓ | | Application Form Interview |

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| recourse to premature action whilst appreciating the role of the supervisor | | | |
| Capacity to work alone, involving colleagues and manger as relevant | ✓ | | Application Form Interview |
| Capacity to write clear records and observe policies, procedures and guidelines | ✓ | | Application Form Interview |
| Ability to plan and organise own workload and time | ✓ | | Application Form Interview |
| Ability to use outcome monitoring across all clinical work | ✓ | | Application Form Interview |

| Other | Essential | Desirable | Measurement |
|---|-----------|-----------|----------------------------|
| To be able to travel efficiently throughout the area | ✓ | | Application Form Interview |
| To be able to work within the Professional Code of Conduct and Ethics | ✓ | | Application Form Interview |
| To be able to work autonomously within the overall framework of the Trust's policies and procedures | ✓ | | Application Form Interview |
| Able to form good working relationships with others in multi-disciplinary and inter-agency settings | ✓ | | Application Form Interview |