

Job Description

Job Title	Senior Clinical Psychologist/CBT Therapist
JD ref no.	
Band	Band 8a
Service area	Adult Community Mental Health
Location	South and West CMHT
Operationally accountable to	Team Manager – Allen Kastomu
Professionally accountable to	Clinical lead- Emma Van der Gucht

1. Job Purpose:

- Provide specialist evidence based psychological assessment, formulation & therapy, making autonomous clinical decisions about own professional practice.
- Provide clinical leadership, supervision, consultation and advice on psychological therapies.
- Provide clinical consultation and advice to healthcare professionals across all localities.
- Support adherence to relevant NICE guidance and clinical governance arrangements.
- To ensure the clinical effectiveness of own practice and of service functioning by undertaking research and development activities relevant to the service area.
- Work with the Team/Clinical Manager on service development, leading research and development activities.

2. Organisational Chart



3. Main duties

- Work with autonomous professional judgement, together with other psychological therapists, to deliver specialist evidence based assessment, formulation and therapy to individual and groups of patients.
- Manage a designated caseload of patients with responsibility for their assessment (including clinical risk), implementation and evaluation of therapy.
- Supervise and support psychological therapists and other health care professionals.

- Proactively contribute to the achievement of positive clinical outcomes. This will include leading/conducting evaluations using clinical outcome measures and satisfaction surveys.
- Communicate effectively with patients, relatives/carers and colleagues from diverse backgrounds in a manner that is sensitive, open, welcoming and empathic.
- Act as a mentor to students, support newly qualified staff and be responsible for implementing the appraisal process.
- Use IT systems effectively.
- Maintain accurate, up to date clinical records in accordance with Trust policy.
- Provide clinical leadership to psychological therapists.
- Delegate tasks to staff within their competency and ensure that the delegation/escalation process forms part of the culture of the service.

4. Working as part of a Team

- Effectively communicate with other disciplines/agencies/patients and carers.
- Provide support and leadership to psychological therapists.
- Maintain professional relationships with all colleagues to ensure professional standards are met.
- Participate in the appraisal process.
- Contribute to and undertake appraisals of psychological therapists in support of and at the request of Team/Clinical Manager.
- Teach psychological interventions to others, including colleagues and trainees.
- Initiate and conduct clinical research and evaluation projects.

5. Managing Self

- Participate in regular management and clinical supervision.
- Seek advice and support from Team Manager and Clinical Lead whenever necessary.
- Participate in appraisal annually, developing and agreeing your development plan with your line manager using the Trust appraisal process.
- Responsible for identifying areas for own professional development.
- Keep up to date with latest clinical developments, NICE guidance and research evidence in the area of psychological therapy.
- Attend all mandatory training.
- Maintain registration as a qualified health professional.
- Where required, maintain accreditation with a recognised Psychological Therapy body e.g. BABCP, BACP, UKCP
- Carry out duties with due regard to the Trust's Equal Opportunity Policy.
- Comply with all Trust policies, procedures and protocols.
- Pay regard to materials and equipment.
- Maintain a professional appearance.

6. Staff Supervision and Support

- Monitor practice and development of psychological therapists, as appropriate reporting to Team/Clinical Manager for service governance and Principal Psychological Therapists for clinical governance.
- Assist in induction of staff.
- Provide clinical leadership for psychological therapists.
- Participate in the training of psychological therapists and other healthcare professionals.

7. Financial Responsibility

The post holder does not have financial responsibility for budgetary management. However, it is the individual post holder's responsibility to manage organisational resources efficiently and to suggest efficiency savings to line management as they arise. The post holder has the responsibility to maintain the safekeeping of the organisation's property and safeguard the property of patients and visitors.

8. Safeguarding

All staff members have a duty to report any concerns they have about the safety or well being of adult service users, members of their families, including children. Employees should be aware of their roles & responsibilities to both prevent and respond appropriately to abuse. They should undertake the safeguarding training required for their particular role.

9. Core Values:

Below is the Trust's Vision, Aims and Corporate Priorities. The Corporate Priorities are what the Board has identified as specific priorities. The Trust's vision statement is:

Everything we do over the next five years will contribute to one or more of these four goals to achieve our vision of connecting people to the best quality care, when and where they need it, and be the best place to work.

Our Purpose

To create connected communities and help people to feel as healthy as they can be at every point in their lives

Our Vision

To connect people to the best quality care, when and where they need it and be a national role model as an employer

Our Values

We Care - We act with respect and empathy, and always value difference

We Listen - We understand people's views and respond to their individual needs

We Deliver - We develop and provide excellent services and support our partners

Our Goals

Our services

- To provide seamless access to the best care
- To provide excellent quality services

Our community

- To provide our staff with the best places to work
- To support people to live to their fullest potential, to be as healthy as possible

Core Statements:

1. Infection Control - All clinical and non-clinical staff groups

Responsible for, in respect to your area of work, for ensuring so far as is reasonably practicable and in accordance with Trust policies that you are aware of your individual responsibilities in regard to infection prevention and control this requires you to:

- Maintain safe infection prevention and control environment for yourself and others.

- Be familiar with and comply with current infection prevention and control, guidelines, policies and procedures.
- Raise matters of non-compliance with your manager.
- Attend infection prevention and control mandatory training as dictated by your manager.
- Be appraised in relation to infection prevention and control.

2. Risk Management

All staff need a basic working knowledge of risk management. They all have a responsibility to identify and report risks, hazards, incidents, accidents and near misses promptly, in accordance with Trust Policy. All staff must be familiar with emergency procedures, risk management systems and incident management in their workplace.

3. Health and Safety

All employees have a responsibility under the Health and Safety at Work Etc Act 1974 for their own health, safety and welfare and to ensure that the agreed safety procedures are carried out to provide a safe environment for other employees and anyone else that may be affected by the carrying out of their duties.

Employees must co-operate with the Trust in meeting its statutory obligations with regard to health and safety legislation and must report any accidents, incidents and problems as soon as practicable to their immediate supervisor.

The Trust has a written health and safety policy which employees have a general duty to read in order that they are fully conversant with its requirements.

4. Patient care

Bradford District Care NHS Foundation Trust is committed to ensuring the highest standards of care and treatment and expects that **all** staff employed within the organisation will treat service users, their carers, relatives and friends with dignity and respect at all times during their contact with services we provide.

5. Information Management

All members of staff are bound by the requirements of the Data Protection Act 2018 and any breaches of the Act or of the confidential nature of the work of this post could lead to dismissal.

The post holder is responsible to learn about information governance, to help ensure that best practice guidelines are followed, and personal information is managed to benefit patients, clients and members of staff.

The post holder is required to sign the declaration form to confirm they have read and understood the booklet and leaflet regarding information governance, which will be kept by the HR team in the post holder's personnel file.

Version Control:

Change details	By whom	Date requested	Approved by	Agreed date

Job title: Senior Psychological Therapist			
Post ref:			
Band: Band 8a			
Job purpose: <ul style="list-style-type: none"> • Provide specialist evidence based psychological assessment, formulation & therapy, making autonomous clinical decisions about own professional practice. • Provide clinical leadership, supervision, consultation and advice on psychological therapies. • Provide clinical consultation and advice to healthcare professionals across all localities. • Support adherence to relevant NICE guidance and clinical governance arrangements. • To ensure the clinical effectiveness of own practice and of service functioning by undertaking research and development activities relevant to the service area. • Work with the Team Manager/Clinical Lead on service development, leading research and development activities. 			
Attributes	Essential criteria	Desirable criteria	How Identified
QUALIFICATIONS	<p>Doctorate level training in clinical or applied psychology, including specifically models of psychopathology, clinical, psychometrics, two or more distinct psychological therapies and lifespan developmental psychology as accredited by the BPS, or a BPS Statement of Equivalence</p> <p>OR</p> <p>Specialist post graduate training to masters level or equivalent in Cognitive Behaviour Therapy</p> <p>AND</p> <p>Accreditation from a recognised Psychological Therapy body e.g. BABCP, BACP, UKCP via:</p> <p>(a) Professional route; requiring previous mental health qualification e.g. Clin.</p>	<p>Eligibility for Chartered Clinical Psychologist status.</p> <p>OR</p> <p>Undertaken post-qualification further training in a specialised area of CBT especially CBTp.</p> <p>Leadership training.</p> <p>Teaching (clinical practice) qualification/certificate or equivalent experience.</p>	<p>Application Form</p> <p>Interview</p> <p>Certificates</p>

	Psych., RMN, Dip. SW. or (b) where applicable, the KSA (knowledge, skills and attitude) route (e.g. with the BABCP).		
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<p>EXPERIENCE</p>	<p>Significant experience in relevant area of mental health practise.</p> <p>Application of evidenced based specialist psychological therapies relevant to the clinical service.</p> <p>Application of specialist psychological therapy within individual and group modality.</p> <p>Clinical leadership experience.</p> <p>Experience of teaching, training and/or supervision.</p> <p>Experience of working within a multicultural framework.</p> <p>Significant post qualification experience and training.</p> <p>Experience delivering psychological therapies to patients with complex difficulties.</p> <p>Experience of working effectively as part of a multidisciplinary team.</p>	<p>Involvement in innovative clinical practice.</p> <p>Experience applying specialist psychological therapy to patients who have complex difficulties.</p> <p>Involvement in clinical research programmes.</p> <p>Involvement in the development and provision of clinical teaching programmes.</p> <p>Experience of delivering psychological therapies to people with psychosis (CBTp/ FI)</p>	<p>Application Form Interview</p>
<p>KNOWLEDGE</p>	<p>Evidenced based psychological therapies</p>	<p>Doctoral / master's level knowledge of</p>	<p>Application Form</p>

	<p>relevant to the clinical service.</p> <p>Relevant specialist clinical courses/training.</p> <p>Able to contain explore and formulate an understanding of high levels of distress both directly with patients and indirectly via supervision or case reviews with other staff.</p> <p>Evidence of continuing professional development.</p>	<p>research methodology, research design and complex, multivariate data analysis.</p>	<p>Interview</p>
<p>SKILLS</p>	<p>Be able to meet the service needs for mobility across the geographical area covered.</p> <p>Well developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.</p> <p>Skills in providing consultation to other professional and non-professional groups.</p> <p>Skills in the use of complex methods of psychological assessment, psychological formulation, intervention and management.</p>	<p>Competent teaching skills.</p>	<p>Application form Interview</p>

	<p>Skills in individual and group work and in programme planning.</p> <p>Able to make autonomous decisions using judgement.</p> <p>Ability to supervise learners and other staff.</p> <p>Competent clinical skills i.e. assessment, formulation and therapeutic.</p>		
ATTITUDE/APPROACH	<p>Commitment to ethos of the clinical service and MDT working.</p> <p>Willingness to undergo professional development.</p> <p>Willingness to participate in appraisal.</p> <p>Ability to relate to supervisors in a positive mature way.</p> <p>Aware of racial, culture and gender issues.</p> <p>Trustworthy, honest, reliable, adaptable, conscientious, tolerant, enthusiastic, motivated, adaptable/flexible approach.</p> <p>Warm, friendly approachable manner</p>		Application form Interview
PHYSICAL	<p>Able to fulfil Occupational Health requirements for the post (with reasonable</p>		Occupational Health Screening

	<p>adjustments if necessary).</p> <p>Fit to undertake the demands of the post, eg. Able to undertake handling and moving, coping with violence and aggression (MAV) techniques; and on a yearly basis be able to access the course and complete the competencies set in order to achieve the MAV certificate.</p> <p>Appearance – professional, clean, willing to adhere to dress standards policy.</p>		
GENERAL	<p>BDCT requires all its staff and prospective employees to carry out your duties in line with Trust Equality policies and procedures, including relevant legislation, to deliver and promote equity of access to healthcare and equality of opportunity at work at all times.</p>		Application Form Interview