

JOB DESCRIPTION

Band 8a Clinical/Counselling Psychologist

CNWL Addictions Service

Job Title:	Highly specialist Clinical or Counselling Psychologist
Professionally accountable to:	Chief Psychologist through Lead Psychologist, Addictions Directorate
Managerially accountable to:	Service Manager, Addictions Service
Responsible for:	Band 7 psychologists, attached assistant psychologists and/or graduate psychologists
Grade:	Clinical/Counselling Psychologist NHS: AfC Band 8a
Base:	ARCH Addictions Recovery Community Hillingdon
Liaises with: -	Other team members, including, other Psychologists and members of other disciplines and agencies responsible for a client's care
Sessions:	37.5 hours per week (10 hours per sessions)
Contract:	Permanent

JOB SUMMARY

To ensure the systematic provision of a high quality clinical/counselling psychology service to clients of the CNWL Addictions Service; to supervise and support the psychological assessment and therapy provided by other psychologists and clinical members of the team who provide psychologically based care and treatment; to contribute to the development of new and/or specialist psychological interventions to Addiction clients; to exercise responsibility for the systematic governance of psychological practice within the team; to work autonomously within professional guidelines and the overall framework of the team's policies and procedures; to utilise research skills for audit, policy and service development and research within the area served by the team/service.

WORKING ENVIRONMENT

1. To work in a multidisciplinary drugs and alcohol service, involved in the assessment and treatment of substance misuse and personality disorders.
2. To ensure personal and client safety, given the potential for daily exposure to infected samples of blood, urine and uncontained bodily fluids (via involvement in the needle exchange service, as well as performing urine testing, taking mouth swab samples and carrying out breathalysing procedures);

potentially hazardous materials; and the potential for daily physical and verbal aggression with this client group.

3. To maintain composure, demonstrate emotional resilience and deal effectively and sensitively with situations that involve strong feelings of personal distress. To work in a busy, emotionally demanding environment, that requires prolonged intense concentration, and potential frequent exposure to physical and verbal aggression and emotional distress on a daily basis. To assess clients for risk of self-harm, suicide and violence to others.
4. To conform to national and local policies for health and safety and guidelines of appropriate professional conduct.
5. To be able to cope with clients who have psychological difficulties in an effective, sensitive and diplomatic way on a daily basis. To work with clients who may be mentally disturbed, or who have experienced highly distressing personal events such as child/sexual abuse, violence, trauma, rape, torture, serious mental illness, forensic histories, attempted suicide, family breakdown, diagnosis of psychological or medical conditions, asylum etc. to be exposed to accounts of these events on a daily basis.
6. To maintain a high level of skill (by attending regular training) in conflict resolution techniques, to manage potentially dangerous situations involving highly aroused and potentially aggressive individuals, sometimes with mental illness.
7. To remain in a constrained position during therapy sessions for prolonged periods of time (up to half a day without intermission).

KEY RESULT AREAS

Clinical:

1. To provide specialist psychological assessments of clients referred to the team based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological (for clinical psychologists) tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the client's care.
2. To formulate and implement plans for the formal psychological treatment and/or management of a client's addiction problem and/or mental health problems, based upon an appropriate conceptual framework of the client's problems, and employing methods based upon evidence of efficacy, across the full range of care settings.
3. To be responsible for implementing a range of psychological interventions for individuals and groups, within and across teams employed individually and in synthesis, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
4. To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.

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5. To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically based standard care plans.
6. To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.
7. To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all clients of the service, across all settings and agencies serving the client group.
8. To provide advice to other professions on psychological aspects of risk assessment and risk management.
9. To act as care coordinator, where appropriate, taking responsibility for initiating planning and review of care plans including clients, their carers, referring agents and others involved the network of care.
10. To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor progress during the course of both uni- and multi-disciplinary care.
11. To work specifically with clients of the Addiction Service contributing to the delivery of individual and group-based psychological treatment programmes (rooted in MI/CBT principles and other evidence-based approaches) in conjunction with other Psychologists in the team.

Teaching, training, and supervision

1. To receive regular clinical professional supervision from the senior Psychologist in addictions and, where appropriate, other senior professional colleagues.
2. To continue to gain wider post-qualification experience of clinical/counselling psychology over and above that provided within the principal service area where the postholder is employed, the amount and nature of such experience to be agreed with the Psychologist supervisor.
3. To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other MDT staff using psychological approaches, as appropriate.
4. To provide professional and clinical supervision of assistant/graduate psychologists and, as appropriate, to contribute to the supervision of individual cases for trainee clinical psychologists.

5. To contribute to the pre- and post-qualification teaching of clinical and/or counselling psychology, as required by the Lead Psychologist or senior Psychologist colleagues within the Directorate.
6. To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.
7. To provide staff of the Addictions Service with training on MI/CBT and other evidence-based treatment programmes.

Management, recruitment, policy and service development

1. To provide significant support to the manager through tasks relevant to the lead psychologist role
2. To contribute to the development, evaluation and monitoring of the team's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
3. To take responsibility for inputting psychology activity and outcome data into the relevant database to allow for the monitoring of activity and outcomes within this service
4. To contribute to the development of group-based psychological treatment programmes for Addiction clients in conjunction with the Lead Psychologist for addictions and other Psychologist colleagues.
5. To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
6. To manage the workloads of assistant and graduate psychologists, within the framework of the team/service's policies and procedures.
7. To be involved, as appropriate, in the shortlisting and interviewing of psychologists.

Research and service evaluation

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1. To utilise theory, evidence-based literature and research to support evidence based practice in individual and group-based psychological work and work with other team members.
2. To undertake appropriate research and provide research advice to other staff undertaking research.
3. To undertake project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision.
4. To familiarise themselves with, and to comply with, the Trust's requirements on research governance.

General

1. To contribute 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 postholder's professional and service manager(s).
2. To contribute to the development and articulation of best practice in psychology across the service, 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/counselling psychology and related disciplines.
3. To maintain 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 and Trust policies and procedures.
4. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.

To be noted:

- **This is not an exhaustive list of duties and responsibilities, and the postholder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.**

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- 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 and clinical governance including research governance.

PERSON SPECIFICATION

Job title: - Specialist Clinical/Counselling Psychologist

	ESSENTIAL	DESIRABLE	HOW TESTED
TRAINING & QUALIFICATIONS	<p>Doctoral level training in clinical/counselling psychology, including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology as accredited by the BPS. Registration with the HCPC</p>	<p>Post-graduate training in an evidence-based therapeutic technique of use to the service</p> <p>Post-graduate training and qualifications in research methodology, staff training and/or other fields of applied psychology.</p>	<p>Certificate</p> <p>Appraisal</p> <p>Interview</p> <p>CPD log</p>
EXPERIENCE	<p>Experience of specialist psychological assessment and treatment of clients across the full range of care settings, including outpatient, community, primary care and in-patient settings.</p> <p>Experience of working with a wide variety of client groups, across the whole life course presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.</p>	<p>Experience of teaching, training and/or supervision.</p> <p>Experience of the application of clinical/counselling psychology in different cultural contexts.</p> <p>Experience of the treatment of substance and behavioural addictions populations</p> <p>Experience of attending management meetings and of being senior psychologist in service</p>	<p>Assessed by interview, c.v., supervision record and references.</p>
KNOWLEDGE AND SKILLS	<p>Skills in the use of complex methods of psychological assessment, intervention and management frequently</p>	<p>Knowledge of the theory and practice of specialised psychological therapies in specific</p>	<p>Interview, supervision,</p>

	<p>requiring sustained and intense concentration.</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>Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.</p>	<p>difficult to treat groups (e.g. personality disorder, dual diagnoses, people with additional disabilities etc).</p> <p>High level knowledge of the theory and practice of at least two specialised psychological therapies.</p> <p>Knowledge of legislation in relation to the client group and mental health.</p>	<p>references, CPD log.</p>
OTHER	<p>Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.</p> <p>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 behaviour.</p>	<p>Experience of working within a multicultural framework.</p>	<p>Interview, reference, c.v., log</p>