

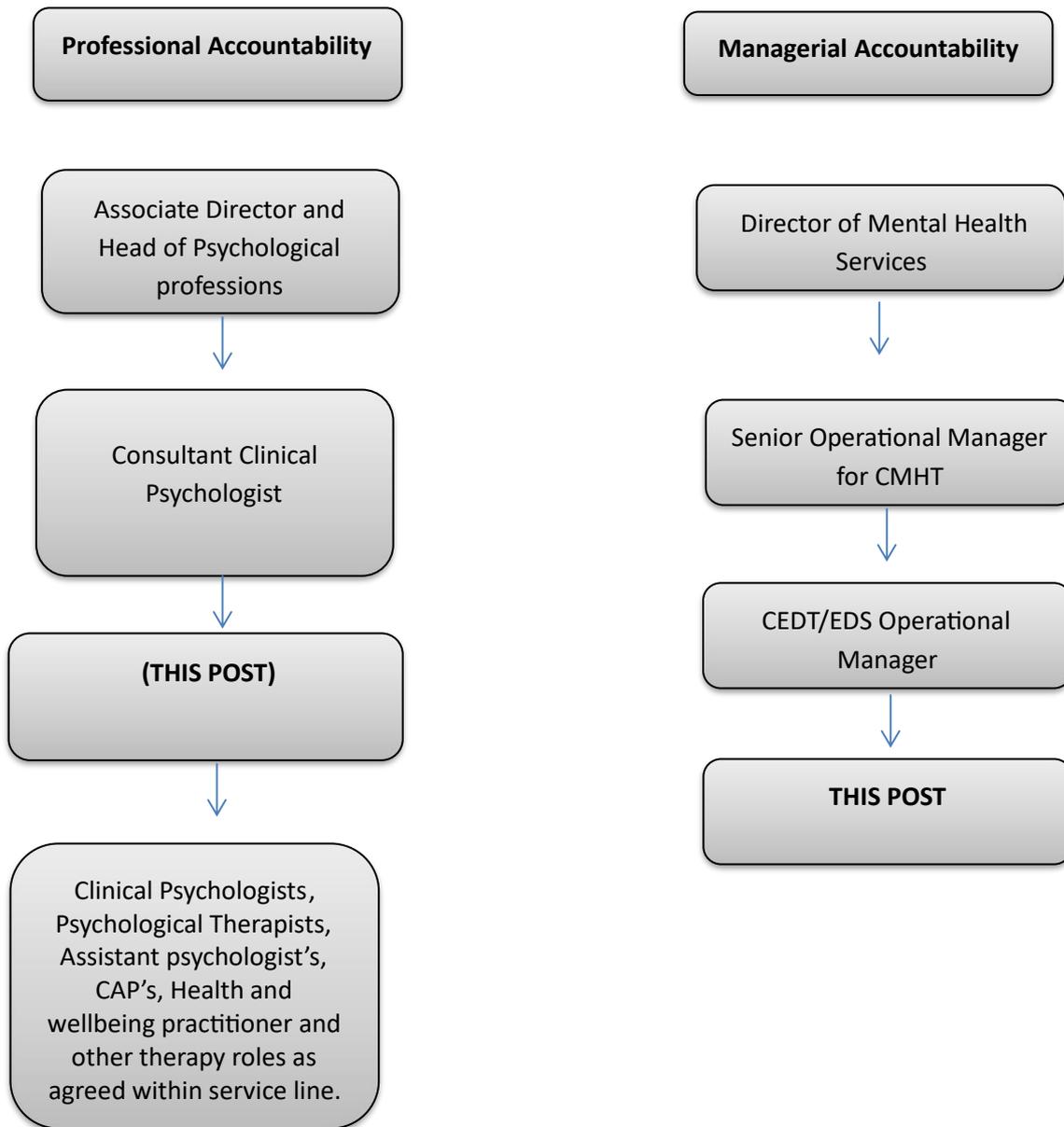
Job Description

Job Title	Lead Psychologist Community Mental Health (countywide)
Salary Band	8b
Service Area	Community Mental Health
Department	Adult Eating Disorders

Job Overview

To clinically lead Adult Eating Disorder clinical staff. To oversee clinical strategy, recruitment, planning and skill mix, and budget allocation alongside the Operational Lead and Team Manager. To oversee supervision and offer day-to-day support. Oversee delivery of consultation, assessment, psychological therapy (individual and group), and evaluation. Hold a specialist caseload, offering complex psychological formulation and expert consultancy and advice to people accessing the service, families, and professionals. Be involved at a senior level in the planning and delivery of training, for the team and people working with the target group across the health community. To lead on service development projects relating to co-produced menus/journeys/pathways for adult presenting with eating disorders, as part of community transformation, and in line with the organisation's strategic direction. Foster regional and national links in the overall interests of furthering knowledge and best practice for people with eating disorders. Support consultant psychologists with matters of clinical governance in the locality.

Organisational Chart



Duties and Responsibilities

Communication and Working Relationships

- People using our service.
- Team Manager, Supervisor, team colleagues.
- CFT staff, CMHT and targeted team managers, clinical staff, and support workers.
- Trust Psychologists and therapists.
- Service user and voluntary sector groups.
- Statutory and non-Statutory/voluntary sector employees connected with client care.
- Information Governance, Contracting, Finance, HR, legal etc.
- GP's, Practice Managers, wider NHS, PCT and CCG (commissioning staff).
- Social Services.

Clinical Activities

- To provide highly specialist psychological assessments requiring the analysis, interpretation and integration of highly complex psychological data from a variety of sources including psychological and neuropsychological 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.
- To integrate highly specialist assessments into a specialist psychological formulation of complex and challenging clinical problems drawing on a range of psychological theoretical perspectives, across the full range of care settings.
- To formulate and provide highly specialist and complex judgements based on a multi-factorial psychological understanding and current research and evidence-based practice.
- To make highly skilled evaluations and decisions about treatment options considering both theoretical and therapeutic models and highly complex factors concerning historical and development processes that have shaped the individual, family or group and following empirical research findings describing protective and risk factors of anti-social behaviours.
- To implement a range of specialist and highly complex psychological treatment plans or management, for complex and challenging service users.
- To evaluate, analyse and make judgements on the effectiveness of the complex psychological treatments for complex and challenging service users.
- To make highly specialist adjustments to complex psychological care treatments to ensure that most effective treatments are delivered.
- To undertake a range of highly specialist and complex psychological therapeutic interventions, drawing on a range of psychological models and employing a range of modalities (individual, family, and group) adapted and tailored to the needs of the individual and the context and the on-going evaluation of the outcomes of the intervention. This will include ensuring the use of current research findings and best practice guidance.
- To provide clinical leadership and highly specialist psychological consultation, guidance and ongoing support to staff offering a service to the client group both in CMHTs and support them

in formulating and developing appropriate therapeutic approaches or intervention plans and to be involved in, or oversee, specialist psychological aspects of the implementation.

- To undertake highly specialist psychologically based risk assessment and risk management for service users with complex needs and learning disabilities. To provide guidance and highly specialist formulations on the psychological aspects of risk to the MDT including medical staff.
- To advise and support colleagues in matters relating to Adult Safeguarding including writing reports for safeguarding purposes.
- To provide expertise and guidance to facilitate the effective and appropriate provision of psychological practice throughout service delivery with all practitioners engaged within the services/teams including medical staff.
- To exercise autonomous professional responsibility for the assessment, treatment, and discharge of own caseload of complex and challenging service users managed by psychologically based care packages.
- To organise own clinical time to enable the efficient provision of a clinical caseload.
- To make decisions and clinical judgements involving a range of highly complex factors which may sometimes be in the context of inadequate or unavailable information, equivocal research/evidence or where expert opinion differs.
- To effectively communicate while having expert understanding and managing interpersonal skills barriers in complicated, difficult, and contentious matters to service users, family/carers in a potentially emotive or hostile atmosphere.
- To ensure that all members of the clinical team/s have access to a psychologically based framework for the understanding and care of service users, through the provision of advice and consultation and the dissemination of psychological knowledge, research, and theory.
- To take substantial professional responsibility and exercise appropriate judgement, in consultation with the professional lead, regarding professional practice.

Strategic Development, Planning and Organising

- Take a lead in developing an integrated service within health, social care and education
- To assist senior management in the development of community mental health model across health, social care, and education.
- To support the Head of Psychological Services in the maintenance of a high-quality adult mental health clinical psychology service within the Trust.
- To advise and participate in appropriate professional psychology recruitment, selection, and induction within the CMHT's.
- To advise and participate in the recruitment, selection, and induction of staff for the wider adult mental health service in the Trust as required.
- To undertake professional and line management responsibilities where agreed, including performance reviews and portfolio development.
- To act as a Lead clinical/counselling psychologist within CMHT's advising senior management and clinical co-ordinators on those aspects of the service where psychological and/or organisational matters need addressing.
- To act as a lead specialist and provide expert clinical leadership and co-ordination of psychological secondary care for complex and challenging service users within the area.

- To take a lead in the development, evaluation and monitoring of the Trust's operational policies and services, through the deployment of professional skills in research and service evaluation.
- To contribute to the management of the psychological therapy resources available to the psychological therapy services.
- To contribute to the safe use of specialist psychological equipment within services.
- To contribute to the systematic governance of psychological practice within services, including maintaining systematic records and maintaining record keeping standards.
- To serve as a representative of the psychology service in all relevant meetings and committees as appropriate.

Teaching, training, and supervision:

- To provide highly specialist clinical supervision to members of the MDT including medical staff who work with complex and challenging cases.
- To exercise full responsibility for implementation of pragmatic psychological therapy models in line with the service area and within a structured supervision framework.
- To provide advice, consultation, training and clinical supervision for clinical and counselling psychologists, DClin Psy trainees, Clinical Associate Psychologists during and after training, psychology assistants and psychological therapists working in CMHTS.
- Develop and run training at awareness, professional and CPD level across the trust and health community.
- To ensure the provision of specialist clinical placements for trainee clinical psychologists, CAPs and other psychological therapists, ensuring they acquire the necessary clinical and research skills, competencies and experience to contribute effectively to good psychological practice and contributing to the assessment and evaluation of those competencies.
- To provide specialist advice, consultation and training and clinical supervision to other clinicians to support their provision of psychologically based interventions to help improve clients' functioning.
- To provide pre and post qualification teaching of clinical, counselling psychology or Clinical associate psychology, as appropriate.
- To continue to develop expertise in the area of professional pre and postgraduate training and clinical supervision.
- To participate in appropriate supervision and CPD in order to maintain registration with relevant professional bodies keeping up to date with national guidance and relevant research.

IT Systems and Processes

- To be responsible for the creation and maintenance of computerised records, including Care Co-ordination Care Plans and Risk Assessments, using the Electronic Patient Health Records and RIO software, and the recording of clinical activity data.
- To contribute to the development of the computerised systems to monitor, evaluate and ensure the smooth running of psychological provision.
- To be responsible for the creation and maintenance of a personal Electronic Diary and making its contents available to relevant work colleagues in order to facilitate effective communication.

- To be responsible for using the Trust e-mail account to generate, monitor, and respond to the e-mail by which the Trust conducts much of its internal communication.

Additional Information

Code of Conduct

The post holder is required to comply with all relevant Code of Conducts for the role, including the Trusts Code of Conduct. All staff are required to support the Trust's commitment to developing and delivering excellent customer service by treating patients their carers, families, friends, visitors and staff with professionalism, dignity and respect. All staff are expected to behave in a professional manner and not to bring the Trust into disrepute.

Confidentiality and Data Protection Act

All NHS employees have a duty to maintain confidentiality under both common law and the Data Protection Act 2018. Service users and staff have a right to expect that any information, whether personal or commercial, held by the Trust will be treated in a confidential manner. All employees of Cornwall Partnership NHS Foundation Trust must not, without prior permission, disclose any information regarding patients or staff.

Safeguarding Children and Vulnerable Adults

All employees of Cornwall Partnership NHS Foundation Trust must be familiar with and adhere to the Trust's safeguarding policies and procedures.

Personal Development

All employees are required to undertake statutory and essential training as directed by the Trust. This will be monitored through the supervision and appraisal process which is in place for all staff to participate in.

Risk Management and Health and Safety

All employees of Cornwall Partnership NHS Foundation Trust are required to make positive efforts to maintain their own personal safety and that of others. You are reminded of your responsibilities for health and safety at work under the Health and Safety At Work Act 1974 as amended and associated legislation. These include the duty to take reasonable care for the health and safety of yourself and of others in your work activities or omissions, and to co-operate with your employer in the discharge of its statutory duties. It is also essential that precautions advised by Management, Occupational Health, Risk & Safety Services, etc. are adhered to for your own protection.

Infection Prevention and Control

All staff, collectively and individually, has a duty of care in following best practice in adherence to guidelines which is a fundamental requirement in underpinning the management of infection control.

Location/Mobility

In accordance with the Trust's requirements, all staff are required to undertake work and alternative duties as reasonably directed at variable locations in the event of, and for the duration of a significant internal incident, major incident or pandemic. You may be required to work at or from any additional location as determined by the Trust. You may also be required to travel between Trust premises for the performance of your duties.

Equal Opportunities

The aim of the Trust's policy is to ensure that no job applicant or employee is discriminated against either directly or indirectly on the grounds of race, creed, sex, marital status, disability, age, nationality, ethnic or national origins. The Trust commits itself to promote equal opportunities and

will keep under review its policies, procedures and practices, to ensure that all users and providers of its services are treated according to their needs.

Review of the Job Description

This is a generic job description and is intended as an outline of the general area of activities. It may be amended in light of the changing needs of the organisation, in which case it will be reviewed.

Rehabilitation of Offenders Act

The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 is applicable to this post. Therefore should you be offered the post it will be subject to a Disclosure & Barring Service check satisfactory to the Trust. You will therefore be required to declare all criminal convictions, cautions, reprimands and warnings that would not be filtered in line with current guidance

The Trust operates a no smoking policy. Employees are not permitted to smoke anywhere in the premises of the Trust or when outside on official business. Staff must be mindful of public perception and therefore must not smoke whilst travelling in Trust identified vehicles or when can be identified as a member of CFT staff.

Person Specification

Job Title	Lead Psychologist Community Mental Health (countywide)
Salary Band	8b
Service Area	Community Mental Health
Department	Adult Eating Disorders

Role Requirement	Essential	Desirable
<i>Education / Qualifications and Relevant Experience</i>		
Doctoral level training in clinical psychology (or its equivalent for those trained prior to 1996): or counselling psychology as accredited by the British Psychological Society (BPS), 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 Health & Care Professions Council as a Practitioner Psychologist	✓	
Knowledge of the theory and practice of highly specialised psychological therapies and assessment modalities in specific difficult to treat groups (e.g. co-morbid/complex presentations).	✓	
Formal training in the supervision of other psychologists including Doctoral Trainees.	✓	
Additional further training in the use of specific psychometric and/or neuropsychological assessment tools.		✓
Accredited membership of an appropriate psychological therapy professional body.		✓
Other related academic qualifications to Masters or Doctoral level.		✓
<i>Skills and Aptitude</i>		
Skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and intense concentration.	✓	

Highly developed skills in providing consultation to other professional including medical staff and non-professional groups.	✓	
High level skills in providing complex clinical and professional supervision	✓	
Keyboard skills and skills in using word-processing, e mail and internet software.	✓	
Ability to work independently on a day-to-day basis and use own initiative.	✓	
Ability to work towards agreed goals, reviewed regularly.	✓	
Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours.	✓	
Ability to sit in constrained position for client therapy and for computer work	✓	
Ability to manage frequent periods of prolonged concentration in service users' sessions, meetings and during computing tasks.	✓	
Ability to move equipment (including case notes, self-help materials, audiovisual equipment) between office base and other work settings	✓	
<i>Knowledge and abilities</i>		
Experience of working as a qualified clinical or counselling psychologist for a substantial period with significant experience of complex and challenging presentations. Must have substantial experience working as an 8a within community mental health services.	✓	
Experience of working with a wide variety of client groups, across the whole life course and presenting with the full range of clinical severity across a range of care settings.	✓	
Experience of working with adults with complex mental health difficulties	✓	
Experience working within multi-disciplinary services within the community	✓	
Experience of exercising full clinical responsibility for clients' psychological care and treatment, both as a professionally qualified care coordinator and also within the context of a multidisciplinary care plan.	✓	
Significant experience in the clinical supervision of psychologists at various levels of training and of other clinical staff.	✓	
Doctoral level knowledge of research design and methodology.	✓	
Evidence of continual professional development as recommended by the BPS and HCPC	✓	
Knowledge of contemporary legislation relating to the delivery of mental health and psychological services and its implications for both clinical practice and professional management.	✓	
Knowledge of professional issues in psychology and psychological therapies.	✓	

Knowledge and experience of the application of clinical governance and risk assessment and management	✓	
Experience of representing psychology within the context of multi-disciplinary care.	✓	
Experience in developing research and development programmes within psychological therapy services		✓
Experience in teaching and training qualified psychological therapists and of non-psychology staff.	✓	
Highly developed knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups.		✓
Knowledge of the theory and practice of highly specialised psychological therapies and assessment methodologies.	✓	
Familiarity with computing technology including spread sheets and databases		✓
Knowledge of SPSS or other statistical software packages.		✓
Knowledge of professional issues in psychology and psychological therapies.	✓	
<i>Personal Qualities</i>		
Highly developed skills in working with complex, sensitive or contentious information	✓	
Ability to communicate effectively in a highly emotive, antagonistic, or hostile atmosphere and to overcome barriers to acceptance/psychological resistance to potentially threatening information.	✓	
Ability to engage in a range of professional and non-professional groups in cooperative working	✓	
Ability to contain and work with organisational stress and ability to 'hold' the stress of others	✓	
<i>Other</i>		
Demonstrates evidence of Trust "CHOICE" values	✓	
Ability to travel independently where required	✓	
Disclosure and Barring Service check satisfactory to the Trust	✓	
Occupational health clearance satisfactory to the Trust	✓	