

### **JOB DESCRIPTION**

<b>Job Title:</b>	<i>Principal Clinical Psychologist / Counselling Psychologist</i>
<b>Managerially accountable to:</b>	Head of Service CAMHS
<b>Professionally accountable to:</b>	Head Psychology & Psychotherapies of CAMHS and All Age Eating disorders
<b>Managerially responsible to:</b>	Community CAMHS Clinical Manager
<b>Professionally responsible</b>	CAMHS Consultant Psychology Lead Sutton, Merton and Neurodevelopmental Services.
<b>Responsible for:</b>	Other qualified psychology and psychotherapies (P&P) staff, attached doctoral and other P&P trainees, assistant psychologists and/or graduate psychologists and psychology students within the designated service area.
<b>Agenda for Change Band:</b>	8b
<b>Base:</b>	<i>Sutton CAMHS, Wallington, Jubilee Health Centre.</i>
<b>Liaises with:</b>	Team Managers, Senior Management Team, HR, Clinical Governance Structures, Professional Bodies.
<b>Hours of Work</b>	<i>The post holder will be required to work flexible hours as agreed with the local authority within the current pattern of working days.</i>

### **Our values**

Our values are in keeping with the NHS Constitution and our [Behaviours Framework](#) set the standards for how we plan and make decisions; deliver quality care; behave with each other and service users and recruit, induct, appraise and develop our staff. We are looking for staff who will help us live these values and help to make SWLSTG a better place for everyone.

### **Service Description**

- The post is located in the Child and Adolescent Mental Health Directorate of South West London and St George's Mental Health NHS Trust. The Trust is responsible for the provision of mental

health services to the population of Wandsworth, Merton, Sutton, Kingston and Richmond, as well as providing a range of specialist services to wider, regional and national catchment areas.

- Community CAMH services have been fundamentally reorganized to efficiently and effectively deliver child mental health assessment and treatment according to the principles that underpin the Care and Partnership Approach and the CYP IAPT programme.
- The service is committed to providing data that demonstrates its accessibility to service users, the effectiveness of treatments provided, and also to reflect the experience of service users.
- The service is delivered via a number of locality based and specialist teams.
- The service is led via structures that coordinate operational management, professional leadership and clinical leadership.
- The Sutton SPA provides an initial assessment service for children and young people (aged 5-18 years old) referred to CAMHS.
- Sutton Alliance is a partnership between SWLSTG, Sutton Local Authority and Voluntary Sector providers. The CCG and Local Authority jointly commission the Tier 2 offer which includes; counselling, Cognitive Behaviour Therapy (CBT), bereavement and loss services, Youth Offending Provision and a role located in the Children's First Contact Service (CFCS).

## **Job Summary**

The post holder will:

- The postholder will be situated in a Professional Leadership position, with responsibility for the SPA and the Sutton Alliance Tier 2 offer. Some of the Sutton Alliance offer is provided by clinicians directly employed by SWLSTG, while other elements are subcontracted to voluntary sector providers. The post holder will have responsibility for coordinating and providing clinical leadership across the SPA and the internal SWLSTG offer, including the YOT, CBT pathway and the CFCS post.
- Act as the Clinical Lead point of contact between multi agency partners, including Local Authority Heads of Service, SWLSTG CAMHS, voluntary sector providers and Education representatives.
- Coordinate supervision, PADR, mandatory training, and governance arrangements for P&P staff across SPA and Sutton Alliance provision.
- Be accountable for; the development, implementation and maintenance of the use of Routine Outcome Measures (ROMs) across SPA and Sutton Alliance services, ensuring these reflect the outcomes achieved by C, YP & families across the pathways.
- Act as a lead for ensuring CPD and best practice across these specialised SPA and Sutton Alliance internal pathways.
- The postholder will take a lead on the development of new pathways within SPA and Sutton Alliance as funding streams change and service requirements change over time.

**AfC approved 03.06.2011 Updated 23.04.2014 Clustered with CAJE 0562 - Highly Specialist Team  
Psychologist / Psychotherapist / Family Systemic Therapist in CAMHS (Borough Level or Dedicated Team),  
Band 8b**

- Be responsible for monitoring demand and capacity across the SPA and Sutton Alliance provision, linked to team capacity and individual job plans.
- Understand the team performance, capacity and functioning using available data, linking with the performance team to monitor this.
- Ensure the systematic provision of a high quality specialist psychological therapies service including clinical or counselling psychology, to children, young people and their families/carers within the designated clinical service area
- Supervise and support the psychological assessment and therapy provided by other psychology and psychotherapy (P&P) staff and other clinical members of the team who provide psychologically based care and treatment by agreement with the CAMHS Psychology and Psychotherapies lead
- Work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice within the service area, working with the CAMHS P&P lead to coordinate psychological assessment, treatment and therapy resources across the teams
- Utilise research skills for audit, policy and service development and research. To propose and implement policy changes within the designated clinical service area
- Practice clinically within a designated setting, and by example will uphold high standards of psychological and psychotherapeutic assessment, treatment and care.
- Be a source of advice and guidance in relation to risk management and safeguarding.
- Be responsible for the clinical governance structures that support and guide multi-disciplinary colleagues providing psychological therapies in community settings in designated service areas. These governance structures include professional and clinical supervision, PADR processes, CPD and training needs, and recording standards.
- Directly provide clinical supervision to psychology and/or psychotherapy colleagues, and professional supervision to colleagues from a range of psychology and psychotherapy disciplines. Some supervision may be provided across borough boundaries.
- Have a significant role in ensuring that the quality of child mental health work provided in the community is reflected both in clinical records and in data collected that will include the CAMHS minimum data set and CYP IAPT measures. It will be important to contribute to efforts to maximise the benefits of the electronic clinical record system that the service has adopted, and to ensure that clinicians record risk in accordance with policy and guidance.
- Provide coordinated service leadership in designated areas in conjunction with Clinical Leads and Team Managers, advising on service developments.
- Coordinate with Team Managers and Clinical Leads in managing clinical performance concerns.
- Work to promote synergy and connection between local authority, third sector and health services so as to foster joined-up care and to maximise the benefit of available mental health resources for children, young people and their carers.

- Promote service user involvement in shaping services.
- Promote equality of access to healthcare and awareness of how social difference can influence treatment outcome and service user experience.

## **Key Result Areas**

### **Clinical**

1. To provide highly specialist psychological assessments of young people and their families referred to the Service based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with young people, 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 child or young person's mental health problems, based upon an appropriate conceptual framework of the client's problems, and employing methods of proven efficacy, across the full range of care settings.
3. To be responsible for implementing a range of psychological interventions for individual children and young people, carers, families 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.
5. To exercise autonomous professional responsibility for the assessment, treatment and discharge of children and young people 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 child or young person's formulation, diagnosis and treatment plan.
7. To ensure that all members of the treating team have access to a psychologically based framework for understanding and care of client children and young people of the service, through the provision of advice and consultation and the dissemination of psychological research and theory.
8. To undertake risk assessment and risk management for individual children and young people and to provide general advice to other professionals on psychological aspects of risk assessment and management.
9. To coordinate care, ensuring the provision of a care package appropriate for the child or young person's needs, coordinating the work of others involved with care, tasking responsibility for arranging reviews as required and communicating effectively with the child or young person, his/her family and all others involved in the network of care, and to monitor progress during the course of multi-disciplinary interventions.

10. To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of children and young people under their care and to monitor and evaluate progress during the course of both uni- and multi-disciplinary care.
11. To provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the treatment team.

### **Teaching, Training and Supervision**

1. The post holder will be expected to undertake teaching, training and supervision in accordance with CAMHS Directorate common expectations for P&P staff and in line with the strategy agreed within the CAMHS Directorate.
2. To provide clinical placements for psychology trainees ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to good mental health care and to contribute to the assessment and evaluation of such competencies.
3. To provide post-qualification training (CPD) and clinical professional supervision to other qualified psychologists and or other psychotherapists/ systemic family therapists attached to the team.
4. To provide advice, consultation and training and clinical supervision to other members of the team for their provision of psychologically based interventions to children and young people referred to the service.
5. To provide pre- and post-qualification teaching of psychologists/ as appropriate.
6. To maintain and develop skills in the area of professional pre- and post-graduate training and clinical supervision.
7. To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.
8. To undertake personal development to complete mandatory training.

### **Management, Recruitment, Policy and Service Development**

1. To participate as a senior clinician in the development of a high quality, responsive and accessible service including advising both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
2. To exercise delegated responsibility for managing the psychological resources available to teams, whether in the form of additional qualified and unqualified psychology / and other psychological therapists, or in the form of psychological materials employed in the assessment and treatment of children, young people and their families.
3. In conjunction with the CAMHS Consultant Psychology Lead, to exercise responsibility for the systematic governance of psychological practice within a service area.
4. In conjunction with the CAMHS Consultant Psychology lead, to oversee and manage the workloads of Psychology & Psychotherapies staff within the service area and within the framework of the service policy and procedures.

5. To participate as appropriate in staff recruitment, both in the short-listing process and as a member of interview panels for assistant, trainees and qualified psychologists / psychotherapists.

### **Research and Service Evaluation**

1. To take a lead in research and service evaluation in line with the strategy agreed within the CAMHS Directorate specifically:
2. To work in support of members of the Clinical Operational Group in planning and implementing systems for the evaluation, monitoring and development of CAMHS services. This will require the post holder to have skills in use of modern information systems and data analysis.
3. To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members.
4. To undertake supervision of appropriate research by trainees and provide research advice to staff.
5. To deliver on tasks in project management, including complex audit and service evaluation, with colleagues within and across the service to help develop and improve services to children, young people and their families.

### **Other**

1. To ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes.
2. To ensure the development and articulation of best practice in psychology / psychotherapy in CAMHS and contribute across the service by exercising 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 fields of psychology / psychotherapy and related disciplines.
3. To maintain and promulgate 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 relevant professional body and the Trust policies and procedures.
4. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the health and welfare of children and adolescents and mental health.

### **General**

South West London and St. Georges Mental Health Trust is an equal opportunities employer. It is the policy of the Trust to ensure that no user of the service, past, present or future employee, or job applicant, receives less favourable treatment on the grounds of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation; in line with the Trust's Equality and Diversity Strategy.

- 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.
- This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the postholder.
- The postholder is expected to comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities and Confidentiality of Information.
- The postholder is responsible for ensuring that the work that they undertake is conducted in a manner which is safe to themselves and others, and for adhering to the advice and instructions on Health and Safety matters given by Manager(s). If postholders consider that a hazard to Health and Safety exists, it is their responsibility to report this to their manager(s).
- The postholder is expected to comply with the appropriate Code(s) of Conduct associated with this post.
- South West London and St George's Mental Health NHS Trust operates a no smoking policy. The Trust has been smoke free since 01 January 2006.

---

**Updated by: Dr Laura Stokes (Consultant Clinical Psychologist)**  
**Date: April 2022**

**PERSON SPECIFICATION**

**Job title: Highly Specialist Psychologist / Psychotherapist in CAMHS (Borough Level), Band 8b**

	ESSENTIAL	DESIRABLE
<b>TRAINING &amp; QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• <i>Qualified Clinical or Counselling Psychologist</i></li> <li>• <i>Professional registration as a Practitioner Psychologist under the Health Care Professions Council</i></li> </ul>	<ul style="list-style-type: none"> <li>• Post-doctoral/graduate training in one or more additional specialised areas of psychological practice with children and young people.</li> <li>• Clinical training as part of a CYP IAPT collaborative in a recognised evidenced based approach i.e. CBT, Parenting Skills or other.</li> </ul>



<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Substantial experience of working as a qualified psychologist including experience of working at a highly specialist level with children and young people with a wide range of mental and behavioural disorders.</li> <li>• 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 the full range of care settings including outpatient, community, primary care, in-patient and residential care settings.</li> <li>• Experience of teaching, training and professional and clinical supervision.</li> <li>• Experience of service development and leadership.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of representing psychology within the context of multi-disciplinary care.</li> <li>• Experience of working with mental health needs in multiple cultural contexts.</li> <li>• Experience of managing the clinical performance of staff.</li> </ul>
<b>KNOWLEDGE AND SKILLS</b>	<p>High-level skills in the use of complex methods of psychological and neuropsychological assessment, intervention and management in relation to children and young people with severe and complex mental physical and behavioural conditions.</p> <p>Excellent skills in effective communication, both orally and in writing, of highly technical and clinically sensitive information to children and young people, their families, carers and other professional colleagues.</p> <p>Skills in providing consultation to other professional and non-professional groups.</p> <p>Knowledge of research design and methodology, including qualitative methods and complex multivariate data analysis.</p> <p>Knowledge of UK legislation in relation to health and welfare services for children and young people and in relation to child mental health.</p> <p>Formal training in supervision of other psychologists.</p> <p>Knowledge of employment legislation.</p>	<ul style="list-style-type: none"> <li>• Well-developed knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. children and young people with complex needs, complex PTSD, developmental trauma, dual diagnoses, people with additional disabilities).</li> </ul>

<b>OTHER</b>	<ul style="list-style-type: none"> <li>• Ability to provide support to carers and staff exposed to highly distressing situations and severely challenging behaviours.</li> <li>• Ability to employ clinical governance mechanisms to maintain high quality clinical practice in the face of exposure to highly emotive material and challenging behaviour.</li> <li>• Ability to develop and use multi-media materials for presentations in public, professional and academic settings.</li> <li>• Ability to complete tasks and meet deadlines.</li> <li>• Ability to work creatively, cooperatively, reliably, and independently.</li> <li>• Empathy for individuals who have experienced mental health problems.</li> </ul>	<ul style="list-style-type: none"> <li>• Personal experience of mental health problems.</li> <li>• Experience of working within multicultural environments.</li> <li>• Ability to provide accessible, non-stigmatising services to children, young people and their carers</li> </ul>
<b>BEHAVIOURS AND VALUES</b>	<p>Ability to behave in accordance with our Trust values:</p> <ul style="list-style-type: none"> <li>• Respectful - so you feel appreciated and included</li> <li>• Open - so you feel informed and involved</li> <li>• Collaborative - we expect teamwork so you feel connected and supported</li> <li>• Compassionate and kind so you feel valued and cared for</li> <li>• Consistent - in our quality of care so you feel safe and reassured</li> </ul>	