

### **JOB DESCRIPTION**

<b>Job Title:</b>	Highly Specialist Clinical Psychologist
<b>Managerially accountable to:</b>	Community CAMHS Clinical Manager
<b>Professionally accountable to:</b>	Head of Psychology and Psychotherapies CAMHS & All Age Eating Disorders
<b>Managerially responsible to:</b>	Clinical Service Manager, Dynamic Support Team
<b>Professionally responsible to:</b>	Consultant Clinical Psychologist ARC; Lead Psychologist CAMHS
<b>Responsible for:</b>	Attached trainees, assistant and/or graduate psychologists / psychotherapists
<b>Band:</b>	8a
<b>Base:</b>	Hosted at AOT base Springfield Hospital for the term of the pilot (of note the post covers all 5 boroughs of South West London and St Georges).
<b>Hours of Work:</b>	The post holder will be required to work flexible hours in line with GP surgery hours and the 'Improving Access' agenda. This will include occasional week-day evenings. (T3)

### **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 that will help us live these values and help to make SWLSTG a better place for everyone.

### **Service Description**

- The service will provide a strengthened and improved community support for autistic young people with mental health needs or behavior that challenges, needs focused on enhanced and intensive support interventions prevent the need for tier 4 services.
- The Community CAMHS Directorate is located within 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 a set of wider, regional and national catchment areas.

- Tier 3 CAMHS provides out-patient and consultation services to children and adolescents experiencing a range of mental health problems and developmental difficulties. Adolescent Outreach Team will be hosting this new team to support in its establishment as a service, and has the experience of working across all 5 boroughs of South West London.
- The service has undergone transformation, and this post has been created to form part of a new CAMHS service model which features dedicated services, local services, and assessment services.
- Tier 3 teams conform to a model devised by the Trust based on the Choice and Partnership Approach (CAPA) and on the Children and Young Persons Improving Access to Psychological Therapies (CYP IAPT) initiative.
- The service includes dedicated devices for Eating Disorders, Neurodevelopmental Assessment, Complex Learning Difficulties, Multi-Systemic Therapy and Emergency Care.
- Borough teams conform to a uniform structure with standard assessment and intake processes via a Single Point of Access (SPA). The SPA provides mental health screening assessments and brief family consultation interventions to children and adolescents experiencing a range of mental health, neurodevelopmental and emotional health difficulties.
- Teams are multi-disciplinary, with an evolving skill set. Skills evolution is led by expressed patient need, focusing on patient value, and developed via analysis of clinical outcomes.
- The services users an electronic clinical record and information system (IAPTUS) as well as access to (RIO) as well as other systems.

### **Job Summary**

- To provide highly specialist clinical psychology services to a small number of children, young people identified through the Dynamic Support Register with a diagnosis of ASD and their families / carers across all sectors of care; providing evidence-based psychological assessment and treatment in line with NICE guidance.
- To carry a caseload and coordinate care for those children, young people and families on the caseload;
- To offer advice and consultation on clients' psychological care, and formulations. To work within Trust and professional guidelines, to a clear CAMHS job plan.
- To support the Departmental clinical governance structure through the provision of clinical supervision in relation to specific modalities of psychotherapy and by providing clinical input to supervisees' PADRs.
- Within supervision, team meetings , to support and promote the use of measures within the CYP IAPT framework to evolve clinical practice and enhance user experience.

- To seek opportunities to include service user perspectives in how services are delivered, and developed through the duration of the pilot.
- To utilise research skills for practice evaluation and service development, as required by the service and set out in the job plan.
- To work with the Clinical service Manager to lead the work of a particular team or service area.

## **KEY RESULT AREAS**

### **Clinical**

1. To provide specialist psychological assessments to children who are identified on the Dynamic Support Register and under community CAMHS 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 clients, family members and others involved in the child or young person's care.
2. To formulate and implement plans for the formal psychological treatment and/or management of the mental health problems and complications from diagnosis of ASD which may lead to crisis of children and young people who are based upon an appropriate conceptual framework of their 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 and psycho-educational interventions for individual children, carers, families and groups, within and across teams including community settings 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 for children and their families in conjunction with other professional colleagues, taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family, group or system.
5. To exercise autonomous professional responsibility for the assessment, treatment and discharge of children 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 formulation, diagnosis and treatment plan for the children.
7. To contribute directly and indirectly to a psychologically-based framework of understanding and care to the benefit of all children, across all settings and agencies serving this client group.
8. To undertake mental health risk assessment and risk management for individual children and young people and to provide advice to other professions on psychological aspects of risk assessment and risk management.
9. To act as mental health care coordinator, taking responsibility for initiating planning and review of care plans under enhanced CPA including the children, their carers, referring agents and others involved the network of care. This includes organising case conferences and professional network meetings where appropriate.
10. To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of children under their care and to monitor progress during the course of both uni- and multi-disciplinary care.

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

1. To receive regular clinical professional supervision from a senior clinical psychologist / psychotherapist / family therapist and, where appropriate, other senior professional colleagues.
2. To gain additional highly specialist experience and skills relevant to psychology / psychotherapy and/or the service (as agreed with the team's professional manager and team manager) in accordance with the CAMHS Directorate's common expectations for P&P staff.
3. To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other MDT staff's psychological work as appropriate.
4. To provide, professional and clinical supervision of trainee and assistant psychologists / psychotherapists, as well as contributing to clinical supervision of Band 6 and Band 7 staff working across the local and dedicated services.
5. To contribute to the pre- and post-qualification teaching and training of staff, as appropriate.
6. To provide advice, consultation and training to staff working with the client group across a range of agencies and settings.

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

1. To contribute to the development, evaluation and monitoring of the Directorate's operational policies and high quality responsive and accessible services, through the deployment of professional skills in research, service evaluation and audit.
2. To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
3. To manage the workloads of assistant and trainee clinical psychologists, within the framework of the team/service's policies and procedures.
4. To be involved, as appropriate, in the shortlisting and interviewing of assistant / graduate psychologists.

### **Research and Service Evaluation**

1. To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members in CAMHS.
2. To undertake appropriate research and provide research advice to other staff undertaking research.
3. To undertake project management, e.g., audit or service evaluation, in line the CAMHS Directorate's common expectations for P&P staff, and by agreement and under direction from the Team Manager with colleagues within CAMHS.
4. To collect and evaluate data to support reporting back on KPI's as part of the pilot.

### **Other**

1. In common with all psychologists / psychotherapists, to receive regular clinical supervision in accordance with good practice guidelines.
2. 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 line CAMHS Directorate common expectations for P&P staff and by agreement and under direction from the post holder's professional and service manager(s).
3. To contribute to the development and articulation of best practice in psychology / psychotherapy across the service, by continuing to develop the skills of a reflexive and reflective scientist-practitioner, taking part in regular professional supervision line

CAMHS Directorate common expectations for P&P staff and appraisal and maintaining an active engagement with current developments in the fields of psychology / psychotherapy and related disciplines.

4. 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 Health Professions Council and Trust services policies and procedures.
5. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both children and young people and mental health.
6. To travel to inpatient settings, schools, homes, community placements and local CAMHS districts (across South West London) as appropriate and across the Trust when required.
  7. To be aware of risk relating to aggressive and challenging behaviour amongst the client group, and follow trust policies relating to its management.
  8. To respond appropriately and professionally to emotionally distressing situations such as challenging behaviour and child safeguarding issues, and to support others involved in such situations.
  9. To work flexibly which may include offering some regular commitment to late appointments or groups to support accessibility within the overall Job Plan

### **Training and Development**

1. To undertake mandatory and statutory training as required by Trust policy.
2. To contribute and commit to undertaking an annual Development Review/appraisal.
3. To undertake personal development as identified in the Personal Development Plan (PDP).

### **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.

Highly Specialist Clinical Psychologist, Dynamic Support Team, CAJE 1407

- 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 Rachel Tucker, Head of Psychology and Psychotherapies, CAMHS and All Age Eating Disorders and Kay Haynes Service Manager AOT**

**Date: August 2023**

**AFC approved 03.06.2011 Updated 23.04.2014 Clustered with CAJE 0417 – Highly Specialist Clinical Psychologist / Child & Adolescent Psychotherapist / Systemic Family Therapist in CAMHS, Band 8a**

**PERSON SPECIFICATION**

**Job title: Band 8a Clinical / Counselling Psychologist**

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>HOW TESTED</b>
<b>TRAINING &amp; QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Qualified Clinical / Counselling Psychologist registered with the HCPC as a Practitioner Psychologist under the domain of Clinical Psychologist</li> <li>• Evidence of continuing professional development.</li> <li>• Post qualification training in the clinical supervision of trainees</li> <li>• Additional training in a specialised area of psychological practice through formal post-qualification training (PG Diploma or equivalent), OR a combination of specialist short courses, or an evidenced portfolio of supervised practice-based learning in a specialist area of clinical practice, assessed by an experienced clinical supervisor to be of equal level to a Postgraduate Diploma. (A/I)</li> </ul>	<ul style="list-style-type: none"> <li>• Training as part of a CYP IAPT collaborative in a recognised evidenced based approach.</li> <li>• Formal training in the supervision of a psychotherapeutic modality.</li> <li>• Further training in a recognised evidence-based psychological therapy.</li> <li>• To have completed training in autism specific assessments (e.g. ADOS-2, ADI-R. (A/I)</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• References</li> </ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Consolidated 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.</li> <li>• Experience of supervising assistant and trainee psychologists having completed the relevant training. (A/I)</li> <li>• Experience of specialist psychological assessment and treatment of clients with a range of psychological needs of a complex nature in children and adolescence with neurodevelopmental conditions</li> <li>• Consolidated experience of working with a wide variety of client groups, across the</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of having worked as a clinical specialist under supervision in child and adolescent neurodevelopmental CAMHS. (A/I)</li> <li>• Experience of teaching, training and/or supervision.</li> <li>• Experience of service development or of a leadership role.</li> </ul>	<ul style="list-style-type: none"> <li>• Interview</li> <li>• Application form</li> <li>• References</li> <li>• Assessed at interview by supervision record and references.</li> </ul>

	<p>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> <ul style="list-style-type: none"> <li>• Demonstrate further specialist training and experience by having received a minimum of 50 hours of clinical supervision of working as a specialist psychologist or psychotherapist over a minimum of 18 months.</li> <li>• Experience of carrying out post-doctoral research, audit or service evaluation projects. (A/I)</li> </ul>		
<p><b>KNOWLEDGE AND SKILLS</b></p>	<ul style="list-style-type: none"> <li>• Knowledge of the theory and practice of specialised psychological assessments and interventions for children and young people with autism spectrum disorders and associated neurodevelopmental conditions including intellectual disability and co-morbid mental health disorders. (A/I)</li> <li>• Theoretical knowledge of psychopathology and the evidence base for the relevant treatment for children and young people with autism spectrum disorders and associated neurodevelopmental conditions and co-morbid mental health difficulties such as anxiety and depression. (A/I)</li> <li>• Advanced knowledge of psychological assessment and clinical psychometrics with children and young people and knowledge of how this applies to young people with autism spectrum disorders and associated neurodevelopmental conditions (A/I)</li> <li>•</li> <li>•</li> <li>• Ability to communicate effectively orally and in</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality disorder, dual diagnoses, people with additional disabilities, children with complex problems etc).</li> <li>• To communicate skilfully and sensitively complex and sensitive information with clients, carers and colleagues overcoming barriers to communication including sensory, and emotional difficulties, cultural differences and hostility to or rejection of information. (A/I)</li> <li>• Skills in providing teaching and training to other professional groups (A/I)</li> </ul>	<ul style="list-style-type: none"> <li>• Interview</li> <li>• Application form</li> <li>• References</li> </ul>

	<p>writing appropriate to a variety of audiences.</p> <ul style="list-style-type: none"> <li>• Skills in providing consultation to other professional and non-professional groups.</li> <li>• Evidence of potential to provide collaborative team leadership.</li> <li>• Knowledge of UK legislation in relation to the health and welfare services to children and adolescents and mental health.</li> <li>• Knowledge of employment legislation</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>		<ul style="list-style-type: none"> <li>• Interview</li> <li>• Application</li> </ul>
<b>OTHER</b>	<ul style="list-style-type: none"> <li>• Ability to work effectively within a multi-disciplinary team, contributing to effective team functioning and holding team roles. (A/I)</li> <li>• Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.</li> <li>• Ability to work within relevant mechanisms of clinical governance.</li> <li>• Ability to maintain high clinical standards when exposed to highly emotive material or challenging behaviour.</li> <li>• Ability to work creatively, cooperatively, reliably and consistently.</li> </ul>	<ul style="list-style-type: none"> <li>• Personal experience of mental health problems.</li> <li>• Experience of working within a multicultural framework.</li> </ul>	<ul style="list-style-type: none"> <li>• Interview</li> <li>• Application form</li> <li>• References</li> </ul>

	<ul style="list-style-type: none"><li>• Empathy for individuals who have experienced mental health problems.</li></ul>		
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