

JOIN OUR PSYCHOLOGY TEAM



Careers in **Psychology**
at Derbyshire Healthcare
NHS Foundation Trust

Could you be part of our adult neurodevelopmental services team and responsible for the assessment, formulation and delivery of highly specialised care within our community-based services for adults with learning disabilities and / or autism?

We are looking for a

Highly Specialist Clinical/ Counselling Psychologist

to work with our community support teams, specialist adult neurodevelopmental services and adult mental health services. Our service users are adults with learning disabilities and / or autism who need support in relation to their mental health or emotional and behavioural well-being.

You will be joining a multidisciplinary team covering Derby City and southern Derbyshire, which is based on positive relationships and a desire to develop and grow our skills.

You will be experienced in assessing needs and developing and implementing plans with individual service users, and comfortable working autonomously within professional guidelines.

Become the next great addition to our team and join us in making a positive difference to the people of Derbyshire.

To find out more about the role, locations, and joining Team Derbyshire Healthcare, please read the full job description.

Dr Louise Braham

Head of Psychology and Specialist Psychological therapies



Job Description

JOB TITLE:	Highly Specialist Clinical Psychologist (Community Support Team (CST) for Adults with Learning Disabilities, Adult Neurodevelopmental Services)
ACCOUNTABLE TO:	Consultant Clinical Psychologist/Lead Psychologist ANS/LD Services and Head of Psychology and Specialist Psychological Therapies
REPORTING TO:	Clinical Psychology Manager/Consultant Clinical Psychologist/Lead Psychologist ANS/LD Services and Area Service Manager (ASM) of CST
GRADE:	8a
BASE:	Derby City and Southern Derbyshire
HOURS:	37.5 hours

Job Summary

To provide clinical skill and development within a specialist health service for adults with a significant learning disability and/or autism who require support in relation to their mental health or emotional and behavioural well-being. To ensure the systematic provision of a highly specialist clinical psychology service for well-established and developing Community Support Teams (CST) alongside other specialist adult neurodevelopmental services (ANS) and adult mental health services.

To provide highly specialist psychological assessment, formulation and intervention and to work autonomously within professional guidelines and the overall framework of service policies and procedures. Responsible for offering advice, supervision, consultation and supporting clinical leadership, from a psychological perspective to embed psychological understandings within the CST, ANS Services. To provide expert clinical advice, supervision and teaching to other professionals in the teams to enable the provision of effective and appropriate care including reasonable adjustments and adapted psychological interventions to clients who may have a range of complex difficulties relating to their learning disability and/or autism.

Continues...

Job Summary continued...

To network and work collaboratively with local services including adult social care, primary care, specialist health care providers and other partner agencies. To support transition processes for young people approaching adulthood by working collaboratively with children and young people's services within DHCFT and neighbouring Trusts.

To have an awareness and understanding of national policy and apply this within the Service. This would include advanced knowledge in respect of specialist assessments, therapeutic interventions, outcome measures and research evidence. To work autonomously within professional guidelines and Trust policies and procedures. To use the highest quality of psychological evidence and clinical accountability to inform and enable best practice.

To utilise research skills for outcome measurement, audit, policy and service development and research. To offer management support and to propose and implement policy changes within the service.

Dimensions (Financial responsibility)

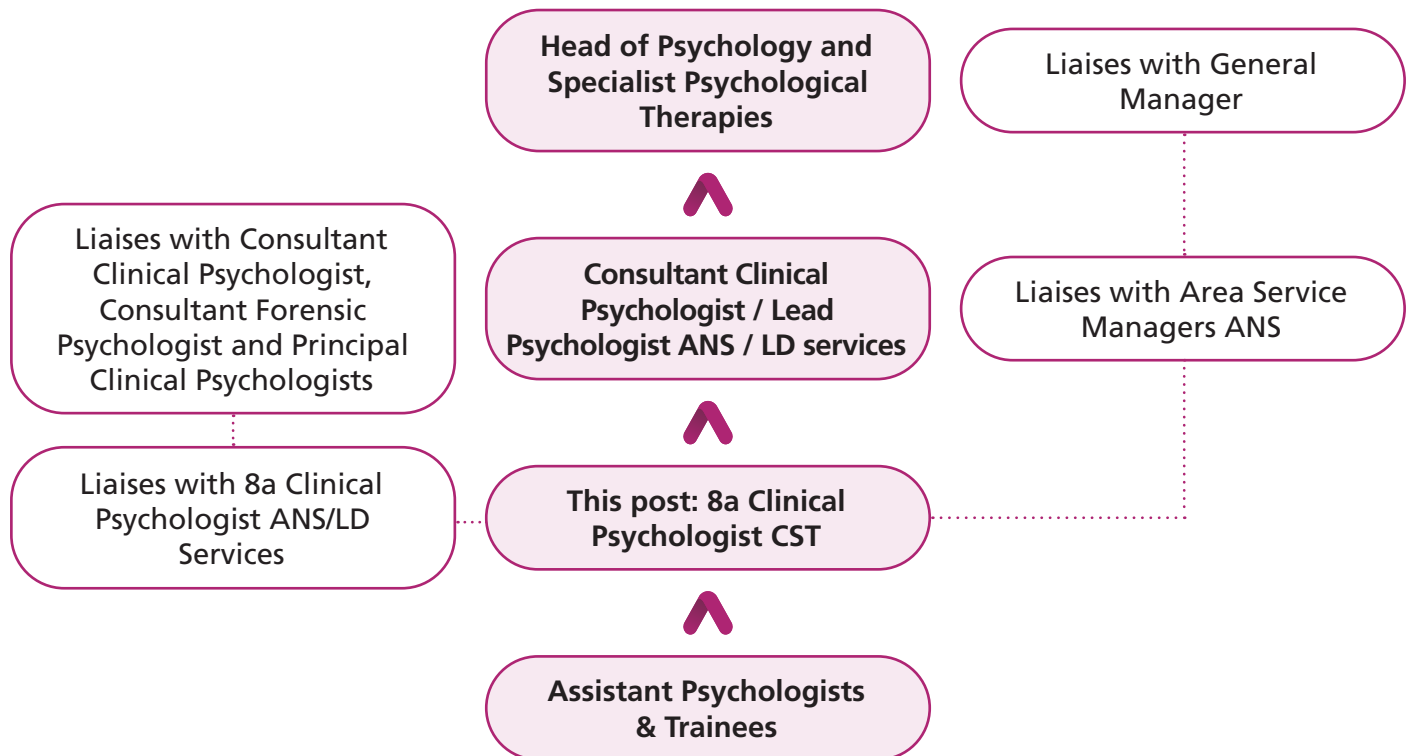
The post holder will work closely with the Consultant Clinical Psychologist/Lead Psychologist and other psychologists working in the service. Psychological services are embedded in the wider ANS and so the post holder will also work closely with the Area Service Managers to ensure that available resources are focused on clinical need and service development.

To additionally work closely with the Head of the Division of Psychology and Specialist Psychological Therapies and Clinical and Forensic Psychology colleagues, in wider Trust services to ensure perspectives of local CST/ANS services are maintained and where appropriate. To work with Acute Services and other agencies to further develop the service and to improve partnership working and joint service provision in accordance with local and national policy.

To work as part of a wider operational and clinical leadership team to deliver services within an organisation and county-wide transformation programme.

The post holder will ensure equal opportunities, diversity and social inclusion in line with Trust policy & procedures ensuring people with different cultural backgrounds, ages and diverse identities have access to the specialist service. They will also ensure that trauma informed care underpins all areas of practice.

Organisation Chart



PERSON SPECIFICATION

Job title: Highly Specialist Clinical Psychologist, Community Support Team (CST), Adult Neurodevelopmental Services

Grade: 8a

Directorate: Psychology & Specialist Psychological Therapies

Base: To be confirmed

Hours: 37.5 hours

Area	Essential	Desirable
Attainment/Qualifications	Post-graduate doctorate in Clinical Psychology (or its equivalent for those trained prior to 1996 or those in lateral transfer) as accredited by the BPS /HCPC including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan development psychology.	Skill and experience relating to the assessment and management of risk for adults with learning disabilities and/or autism.
	Eligible for chartered status with the BPS.	Post qualifications in area of speciality.
	Registered with the Health and Care Professions Council.	Member of special interest groups/ supervision groups related to the post.
	Post qualification training in supervision.	

Area	Essential	Desirable
Experience	Experience of working as a qualified clinical psychologist in a relevant clinical speciality.	Expertise and interest in a specialist area relevant to the client group.
	Experience in working with adults with learning disabilities and/or autism, their families/carers in community settings.	Experience of specialist assessments for learning disabilities and/or autism for psychological needs and/or diagnostic purposes.
	Experience of specialist psychological assessment, formulation and treatment of clients across a broad range of settings.	Experience of working with clients with complex mental health problems.
	Experience of working with adults with learning disabilities and/or autism with a range of complex difficulties and histories of trauma.	Experience of working with clients who present challenges to services, where risks of self-harm or harm to others is a key feature.
	Skills in family work and systemic approaches.	Experience of planning one's own clinical practice and providing supervision to psychologists and non-psychologists to facilitate the practices in a multidisciplinary team.
	Experience of working with a wide variety of clients whose presenting problems reflect the full range of clinical severity, whilst maintaining a high degree of professionalism when faced with highly emotive/distressing problems e.g. communication difficulties, verbal abuse and the threat of physical abuse.	
	Experience of exercising autonomous clinical responsibility for clients' psychological care and treatment.	
	Experience of working with multidisciplinary staff teams and interagency working to support the delivery of therapeutic care.	

Area	Essential	Desirable
Experience continued...	Experience of providing teaching, training and supervision.	
	Evidence of continuing professional development as recommended by the BPS / ACP / HCPC including learning disabilities, autism, mental health needs and complex behaviour.	

Area	Essential	Desirable
Knowledge & Skills	Very high level of interpersonal and communication skills enabling written and oral presentation and receipt of complex and sensitive information, to relate effectively in an emotive and hostile environment.	Ability to process text, set up and use databases and spreadsheets.
	Skills in the use of highly specialist and complex methods of psychological assessment, formulation, intervention and management, frequently requiring sustained and intense concentration.	Skills in adapting knowledge of the theory and practice of specialised psychological therapies and methodologies to adults with learning disabilities and/or autism with associated complex needs.
	Highly specialist assessment and therapeutic skills related to complex, severe and enduring psychological problems experienced by adults with learning disabilities and/or autism with additional complex needs including communication difficulties, sensory difficulties, complex trauma histories, comorbid mental health needs and who present complex challenges to services.	
	Ability to adapt communication and use specialist approaches to aid client understanding.	
	Good interpersonal skills to facilitate communication with colleagues, other service providers and interagency working.	

Area	Essential	Desirable
Knowledge & Skills continued...	Skills in providing consultation and supervision to non-psychology colleagues and teaching/training skills.	
	Ability to make judgments involving highly complex material or clinical situations through assessment, analysis and interpretation of information to determine appropriate actions from a range of options. This may involve situations where options are conflicting and where expert opinion differs or some information is unavailable.	
	Awareness and ability to assess and manage risk including specialist clinical skills in complex behaviour (e.g. Positive Behaviour Support).	
	Ability to identify and employ mechanisms of clinical governance to support and maintain clinical practice in when exposed to highly emotive material and challenging behaviours, to contribute to the improvement of standards and practice.	
	Ability to prioritise the development of the service with projects undertaken.	
	Proven keyboard skills and the ability to complete complex psychometric assessments that require manual dexterity, concentration and precision.	
	Knowledge and skills in the application of clinical psychology assessments and interventions in different cultural contexts and where there are communication/language barriers.	
	Ability to demonstrate service development skills.	

Area	Essential	Desirable
Knowledge & Skills continued...	Good written communication skills and an ability to tailor these to varying contexts.	
	Ability to complete basic work-related records.	
	Doctoral level knowledge of research design and methodology, including complex multivariate analysis as practiced within the field of clinical psychology and ability to use this to evaluate and progress the development of the service.	
	Knowledge of current legislation and guidance for clinical practice and professional management in relation to adults with learning disabilities and/or autism.	
	Ability to teach/train others, using a variety of complex multimedia for presentations within public, professional and academic sessions.	
	Ability to work clinically through a variety of media including face to face contact and through secure video and telephone platforms.	

Area	Essential	Desirable
Personal	Possess an enthusiasm for psychology in relation to adults with learning disabilities and/or autism including comorbid mental health problems and/or complex needs.	
	Resilience and an ability to maintain a high degree of professionalism in the face of, distressing or emotional situations and hostile environments.	
	Willing to uphold the trust values of Respect, Honesty, People First and Do your best, and to work to a model of trauma informed care.	

Area	Essential	Desirable
Other	Ability to meet the travel requirements of the post.	
	Must be capable of planning and prioritising own work on a daily basis with support of regular supervision, and be able to recognise when further advice is required.	

Key Result Areas

1. Clinical:

Responsible for:

- a. To be responsible for the provision of highly specialist psychological assessments of clients referred to the service based upon the appropriate use, interpretation and integration of complex data from a variety of sources including 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.
- b. To formulate and implement plans for the formal psychological treatment and / or management of a client's psychological difficulties based upon an appropriate conceptual framework of the client's presentation and employing methods demonstrating evidence-based practice across the full range of care settings.
- c. The implementation of a range of psychological interventions for individuals, carers, families and groups, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
- d. To evaluate and make decisions about treatment options considering both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group and refer onto other specialist services where necessary.
- e. To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically based standard care plans.
- f. To provide highly specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation of their mental health difficulties/complex psychological needs, possible diagnosis and treatment plans.
- g. To ensure all members of the service have access to a psychologically based framework for understanding and care, to the benefit of all clients of the service, across a range of settings through the provision of advice and consultation and the dissemination of psychological research and theory.
- h. To undertake risk assessment and risk management for individual clients and provide supervision and advice to other professions on psychological aspects of risk assessment and risk management.
- i. Implementing case management within the framework of the Care Programme Approach, including overseeing and where appropriate, fulfilling the role of care co-ordinator for young people on CPA who have complex psychological needs, initiating planning and review of care plans involving clients, carers, and others involved in the care package.
- j. To be responsible for leading the formulation and delivery of care plans involving the psychological treatment and/or management of a client's problems, communicating effectively with the client, his/her/their family or carers and all others involved in the network of care, and monitoring progress during the course of multi-disciplinary interventions.

- k. To communicate orally and in writing, to referrers and others involved in the client's network of care in a highly skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients. Information will only be shared on a need to know basis and in accordance with the situation and persons involved. This may involve situations where information of a difficult or emotive nature needs to be imparted to individuals or carers.
- l. To establish rapport and build effective working relationships with clients and all those involved in their care, whilst respecting diversity and treating everyone with dignity and respect, acting in ways that acknowledge and recognise people's expressed beliefs, preferences and choices.
- m. To develop and hold the skills and experience to undertake highly complex assessments (e.g. those within the criminal justice system and family court).
- n. Carrying out other clinical duties as may be agreed with the Lead Psychologist.
- d. To maintain and develop skills in the area of professional pre and postgraduate training and clinical supervision.
- e. To lead and co-ordinate reflective practice and clinical supervision meetings for team members and ensure that they are accessing appropriate additional supervision relating to their professional registration.
- f. To provide professional and clinical supervision of trainee, assistant and clinical psychologists and managerial supervision and appraisal of the same as required.
- g. To provide consultation, training and supervision opportunities for colleagues across the trust in respect of learning disabilities and neurodevelopmental disabilities to staff working with 'co-morbid' presentations of across services provided by the Trust as well as to a range of agencies and settings where appropriate. To provide advice, consultation, training and supervision to other members of the service for their provision of psychologically based interventions to help improve clients functioning and QoL.

2. Teaching, Training and Supervision:

- a. To receive regular clinical, managerial and professional supervision in accordance with good practice guidelines.
- b. To maintain a high level of clinical expertise and competence.
- c. To demonstrate continued professional development through development of knowledge and skills and to remain up to date with professional practice.
- h. Identifying and advising on staff training, development and support needs for the team.
- i. To be cognisant with procedures and methods of working with other agencies and to remain up to date on legislation guidance and best practice relating to the service user group.
- j. To provide advice, consultation, supervision and training to staff working with the service user across a range of agencies and settings as appropriate.

- k. To contribute to the provision of clinical placements to doctoral level trainee clinical psychologists ensuring that trainees acquire the necessary skills, competences and experience to contribute effectively to good mental health and to contribute to the assessment and evaluation of such competences.
- l. To provide post qualification training (CPD) and clinical professional supervision to qualified psychologists attached to the service or in other relevant services as agreed with professional line manager.
- m. To provide bespoke professional and clinical one to one supervision in respect of areas of specialism and contribute to the development, planning and delivery of specialist training sessions to other professionals and services as required.

3. Policy and Service Development:

- a. Implementing policies and procedures relevant to the delivery of Trust Services within CST and ANS services.
- b. Contributing to the development, evaluation and monitoring of the service's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
- c. Identifying and advising the Team or Area Service Manager or Lead Psychologist on potential improvements to working practices and procedures within own area of work.
- d. To oversee the development of staff working across teams to provide a psychologically informed care plan and to propose policy changes in relation to psychological interventions within teams.

- e. To attend service and business meetings within Psychology and Specialist Psychological Therapies and affiliated services as required and appropriate.
- f. To attend Specialty meetings and Special Interest Groups to maintain professional network and contribute to development of the service.

4. Human Resources

- a. To manage the workload and supervise the work of assistant and trainee clinical psychologists, within the framework of the team's policies and procedures as appropriate.
- b. To provide placements and clinical supervision to Doctoral Trainee Clinical Psychologists and other related courses and to evaluate Trainees' performance in line with University and HCPC and BPS regulations as required.
- c. Planning, organising, and providing teaching and training sessions on topics related to ANS clinical psychology for colleagues and/or staff from other disciplines, voluntary organisations, and self-help groups.
- d. Continuing to gain wider post-qualification experience of clinical psychology over and above that provided within the principal service area where the post holder is employed, up to two sessions per week [pro rata].
- e. Observing a personal duty of care in relation to equipment and resources used in the course of one's own work.

- f. Providing, as required, professional and clinical supervision of assistant psychologists including workload management.
- g. Providing advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.

5. Information technology

- a. To collect, record, maintain and provide data and statistics, including clinical information, in accordance with the trust and national requirements and policy, and comply with appropriate monitoring and review processes as required.
- b. To use computer software to record and create reports, documents and visual aids and charts for clinical, research or training purposes as required.
- c. To use a variety of secure video services employed by the Trust for meetings with professionals, service users, families and carers in line with Trust policy and information governance.

6. Research and service evaluation

- a. To contribute to the evaluation, monitoring and development of the service's operational policies, through the deployment of professional skills in research, service evaluation and audit and ensuring incorporation of psychological frameworks for understanding and provision of care.

- b. To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members.
- c. To design and undertake high quality research in areas appropriate to the needs of adults with learning disabilities and/or autism and associated complex needs, using qualitative or quantitative measures.
- d. To provide research advice to other staff undertaking research, including providing support and assistance to assistant and trainee clinical psychologists undertaking doctoral research, single case evaluations and small-scale research projects.
- e. To undertake project management, including complex audit and service evaluation, together with colleagues within the service to help develop service provision.

7. General

- a. 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 post holder's manager.
- b. To contribute to the development and articulation of best practice in psychology across the service, by continuing to develop skills of a reflexive and reflective practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of clinical psychology and related disciplines.

- c. 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 BPS, ACP, HCPC and Trust policies and procedures.
- d. To maintain up to date knowledge of legislation, national and local policies and issues in relation to adults with learning disabilities, autism, mental health problems and complex behaviour issues.
- e. To be a member of a multidisciplinary service, fulfilling a specialist health role in relation to adults with learning disabilities and/or autism in line with the service specification.
- f. To be flexible and able to work remotely and at a clinical base as clinical need and service demand requires in line with Trust and national policy and procedure.

To be noted:

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

Information Governance

The Derbyshire Healthcare NHS Foundation Trust requires its staff to comply with Information Governance related standards and policies at all times when dealing with confidential information, which includes any information relating to the business of the Trust and it's service users and employees.

All NHS employees are bound by a duty of confidentiality and must conduct their duties in line with the NHS Confidentiality Code of Practice, Data Protection Act and Freedom of information Act.

Post-holders must maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately and kept up to date. The post-holder must only access information, whether paper, electronic or in other media, which is authorised to them as part of their duties.

All Information obtained or held during the post-holder's period of employment that relates to the business of the Trust and it's service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.

Any breach of confidentiality or computer misuse could lead to disciplinary action, and in serious cases could result in dismissal. Breaches after the post-holder's employment has ended could result in the Trust taking legal action against them.

Post-holders must ensure that they are aware of their responsibilities by attending the Trust Mandatory Training and Induction programme.

Infection Control

All staff have a responsibility to appraise themselves of how the prevention of the spread of infection relates to their role. They have a responsibility to ensure they are aware of Trust policies and procedures in relation to infection prevention and control, and ensure that they comply with them in fulfilling their role.

Values

As an employee of Derbyshire Healthcare NHS Foundation Trust you are required to adhere to the Trust's overriding value of putting "patients at the heart of everything we do". In recognising both the values expressed in the NHS Constitution and the Trust Values:

- **People first** – We put our patients and colleagues at the centre of everything we do
- **Respect** – We respect and value the diversity of our patients, colleagues and partners and support a respectful and inclusive environment
- **Honesty** – We are open and transparent in all we do
- **Do your best** – We work closely with our partners to achieve the best possible outcomes for people.

Safeguarding – The action we take to promote the welfare of children and vulnerable adults and protect them from harm.

SAFEGUARDING CHILDREN & VULNERABLE ADULTS IS EVERYONE'S RESPONSIBILITY.

All staff working within Derbyshire Healthcare NHS Foundation Trust who come into contact with children, young people and/or their families/carers, including those who are non-clinical and those who work predominantly with adults has a duty within their role and responsibility to ensure that they understand what is required of them as an individual and as part of the wider organisation in order to keep children and vulnerable adults safe.

Health & Safety

In addition to the responsibilities of the Trust under Health and Safety legislation 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.

You must adhere strictly to the policies and procedures on health and safety, and report all accidents, dangerous occurrences, unsafe practices or damage to your manager promptly using the Trust's incident reporting system.

You must make use of appropriate training, safety equipment, protective clothing and footwear and attend training. Failure to comply with these requirements may result in disciplinary action.

Communications and Working Relationships

- To be responsible for ensuring effective communication systems are in place between the post holder, team, wider service, and the Trust and partner agencies.
- Encourage and motivate staff to communicate complex information regarding assessment, formulation and treatment plans to adults with learning disabilities and/or autism and their families in highly emotive situations in a skilled and sensitive manner.
- To ensure that a high standard of data inputting is maintained at all times and to play a leading part in the further development of Team information systems.
- To develop and maintain an adequate level of computer / IT literacy in line with the requirements of the post and be part of the implementation of a full electronic patient record system.
- To develop structures and protocols to ensure the views of people with learning disabilities and/or autism and their carers are sought and used in the development of services.

Most Challenging Part of your Job

- Providing psychological understandings to the MDT and Service ensuring the delivery of evidence-based practice to the highest possible standard and the most efficient use of the Team resources.
- Ensuring that the service can provide a highly specialist health service including expert psychological assessments, treatments and interventions to vulnerable, challenging individuals in very complex situations. Dealing with high risk presentations including challenging/ aggressive behaviour, acute mental health problems and difficult social circumstances.
- Working to interagency models that promote the safety and welfare of vulnerable adults and children.

Job Description Agreement

Job Holder's Signature: Date:

Senior Officer/Head of Department Signature:

..... Date:

Job Description Additional Information: Appendix A

JOB TITLE:	Highly Specialist Clinical Psychologist (8a)
LOCATION:	Derby City and South Derbyshire
REPORTS TO:	Consultant Clinical Psychologist/Lead Psychologist and Area Service Managers
ACCOUNTABLE TO:	Consultant Clinical Psychologist/Lead Psychologist and Head of Psychology and Specialist Psychological Therapies

Physical Effort

There is a need to travel across a large geographical area as required. Post holder may be expected to physically manage incidents of violence and aggression.

Mental Effort

The working environment is one of unpredictability, due to the needs of the service users. The work pattern requires frequent assessment of the needs of the service users in crisis or immediate distress both in a range of placements including hospitals, service users' homes, residential placements and police custody. The post holder may also be in receipt of highly confidential and often distressing information about an individual.

Emotional Effort

The post holder may experience service users in distress who can be verbally abusive and/or physically aggressive. Post holders need to deal with safeguarding incidents as they become aware of them and may be called to give evidence in some cases. The post holder may be required to support other colleagues in debrief around distressing situations.

Working Conditions

The post holder may be in contact with unpleasant conditions that relate to suicide, self-harm, overdose, criminal behaviour as well as potential aggression from service users who may be suffering from a degree of distress.



Job Appendix Agreed

Job Holder's Signature: Date:

Senior Officer/Head of Department Signature:

..... Date: