

1. JOB DETAILS

Job Title:	Consultant Clinical/Counselling Psychologist
Responsible to:	Head of Psychology Specialty Service, NHS Forth Valley
Department(s):	Psychological Therapies Services
Job Reference:	G-CPSYC/COUNS-8c

2. JOB PURPOSE

Responsibility for the initiation, maintenance, development, organisation and operation of the service for patients referred to the relevant teams within a Psychology Specialty Service, ensuring the systematic provision of a high quality specialist psychology service.

To lead teams within one of NHS Forth Valley's Specialty Psychology Services

To line manage psychologists, both qualified and in training, working within the Specialty Service and ensure that systems are in place and working effectively for the clinical and professional supervision and support of staff. This includes clear systems for effective recruitment, professional appraisal, and the identification of CPD needs across the service

As a major requirement of the job, to carry out policy and service development, and research and audit activities. To propose and implement policy and service development changes within the area served by the service

To ensure that the Specialty Service is maintained to a high standard throughout NHS Forth Valley.

To train and teach NHS and non-NHS staff in NHS Forth Valley area in the principles of psychological care for patients.

To deputise for the Head of Specialty when required

3. DIMENSIONS

To be an authorised signatory for Adult Psychology budget.

To provide clinical and professional supervision to qualified, trainee and assistant psychologists working in the service.

4. KEY DUTIES

Responsibilities

NHS Forth Valley Psychological Services

**Consultant Clinical/Counselling Psychologist – Eating Disorders
Band 8c
Up to 37.5 hours
Permanent Post**

We're looking to recruit to a new post within Forth Valley, as a Consultant Clinical Counselling Psychologist within our Eating Disorders Service. This is a small and friendly team, with nurse therapists, psychiatrists and dietician input. The post has the benefit of being embedded within the Eating Disorders Service, but also the wider Psychological Services.

The post is available on a full-time basis, but we would also welcome applications from candidates who would prefer part-time working.

The Eating Disorder Service is area-wide and covers the whole of Forth Valley. We have made excellent use of remote intervention options, but some travel is still likely. However the beautiful scenery of the area often makes this a perk of the job!

Recent investment from the Scottish Government has led to the expansion of services for people in Forth Valley with an eating disorder, and work is in progress to develop services across the age range. As such, this post will also have a role in services for both adults and younger people, in particular those in the transitional age range of 16 – 25 years.

The post will involve the provision of highly specialist psychological interventions, consultation and supervision. It will also have a significant role in determining the future direction and development of the service, along with the other senior clinical team members. The post will also have a Team Leader function, and will provide an excellent opportunity for someone looking to develop their line management skills and experience.

NHS Forth Valley Psychological Services have a commitment to ensuring all staff have access to continuing professional development opportunities, and we run regular in-house training days as well as regularly supporting and funding individual external training. We also prioritise staff wellbeing, and have wellbeing champions throughout the service and team wellbeing plans and activities. There is the chance for staff to be involved in our research and training group, organising development days, participating in reflective practice sessions and much, much more.

For informal enquiries, please contact Dr Jennifer Borthwick (Director of Psychology) or 01324-614347 or Dr Nabila Muzaffar (Clinical Director) on 01786-458549.

Closing date :

- **Patient Client Care**

The Consultant oversees the management of clinical systems within the Service. As with any Consultant level post there is professional autonomy in clinical decision making, exercised within the existing service framework and professional peer support systems.

To provide highly developed 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 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 formulate plans for the formal psychological treatment and/or management of a client's mental health problems based upon an appropriate conceptual framework of the client's problems, and employing methods based upon evidence of efficacy, across the full range of care settings.

To be responsible for implementing a range of psychological interventions for individuals, 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.

To exercise full responsibility and autonomy for the treatment of and discharge of clients whose problems are managed as a psychologically based standard care plan, ensuring appropriate assessment, formulation and interventions, communicating with the referral agent and others involved with the care on a regular basis.

To provide expertise and specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.

To communicate in a highly skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor and evaluate progress during the course of both uni- and multi-disciplinary care.

To provide expertise and advice to facilitate the effective and appropriate provision of psychological care by Specialty staff.

To undertake risk assessment and risk management for individual clients and provide advice to other professionals on psychological aspects of risk assessment and risk management.

To provide expert consultation about the psychological care of the client group to staff both within and outwith NHS Forth Valley.

- **Policy and Service**

To participate as a senior clinician in the development of a high quality, responsive and accessible service for clients, their carers and families within the service, including advising both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.

To initiate and implement service developments and projects within the relevant teams within the Specialty Service.

There is a requirement to generate and prioritise tasks and develop strategies for managing the workload in order to develop and manage the Specialty Service.

- **Finance and Physical Assets**

To exercise responsibility for managing the psychological resources available to the service both in terms of psychological staff and psychological materials employed in the assessment and the treatment of patients.

To exercise responsibility for the appropriate and safe use of specialist psychological equipment within the Service including appropriate systems of stock control.

- **Staff Management/Supervision, Human Resources, Leadership and/or Training**

To ensure appropriate systems for the clinical and professional supervision of qualified and unqualified psychologists across the relevant teams within the Specialty Service.

To provide clinical and professional supervision to qualified, trainee and assistant psychologists working in the service.

To provide specialist clinical placements for trainee clinical psychologists, ensuring that they acquire the necessary clinical and research skills to doctoral level where appropriate, and 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 (where agreed locally) clinical supervision to other members of the team for their provision of psychologically based interventions to help improve clients' functioning.

To provide pre and post-qualification teaching of clinical psychology as appropriate.

To advise and participate in appropriate professional psychology recruitment within the Specialty Service.

- **Information Resources**

To exercise responsibility for the systematic governance of psychological practice within the Specialty Service, including maintaining systematic records of appraisals, clinical record keeping standards and the transcribing of minutes and records of appropriate professional meetings.

To ensure the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the British Psychological Society, the Health & Social Care Professions Council and NHS Forth Valley policies and procedures.

To be responsible for the acquisition and maintenance of psychometric tests for specialist use by staff within the Service.

To be an authorised signatory for Psychological Therapies Service budget expenditure.

- **Research and Development**

To take the psychology lead, as a senior clinician, in planning and implementing systems for the evaluation, monitoring and development of the Service, through the deployment of professional skills in research, service evaluation and audit and ensuring incorporation of psychological frameworks for understanding and provision of high quality care.

To utilise theory, evidence-based literature and research to support evidence based practice in individual work, work with other team members and across the service.

To undertake appropriate research and provide research advice to other staff undertaking research within the service.

To initiate and implement project management, including complex audit and service evaluation, with colleagues within and across the service to help develop and improve services to clients and their families.

Skills

- **Communication**

Required to communicate with a wide range of clinicians, managers, social care staff, patients and formal and informal carers. The information to be communicated is often of a sensitive and/or complex nature involving patients who are suffering from psychological problems such as anger and the consequences of childhood sexual abuse on a daily basis, as well as relatives, where appropriate

On occasions communication with patients will also be complicated by speech impairment and/or cognitive dysfunction on the part of the patient, emphasising the requirement for advanced level communication skills.

Required to attend multidisciplinary meetings and to provide expert psychological opinion, guidance and advice on a consultancy basis to health and social care professionals.

Participate in planning groups related to the strategic development of psychological interventions and the wider mental health service in Forth Valley, involving the NHS and other agencies.

Regular provision of specialist written psychological reports on patients to GPs and other referrers.

Meeting with the other consultant psychologists in the Psychological Therapies Service to facilitate integrated development of the overall service.

Skills of negotiation and motivation are essential to working with both staff and patient groups. Good presentation and teaching skills are also important.

To provide reports, opinions and advice to legal or law enforcement agencies as required; this may include reports for and appearance at Court.

To liaise with staff from Academic Institutions when involved in supervision of clinical psychologists in training

- **Analytical and Judgements**

To provide highly developed 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 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 provide clinical and professional supervision to qualified and assistant psychologists working in the service.

The post holder is required to continuously analyse, assess, reinterpret and formulate as part of the therapeutic process, drawing on a wide theoretical base to arrive at decisions.

- **Planning and Organising**

To formulate plans for the formal psychological treatment and/or management of a client's mental health problems based upon an appropriate conceptual framework of the client's problems, and employing methods based upon evidence of efficacy, across the full range of care settings.

There is a requirement to generate and prioritise tasks and develop strategies for managing the workload in order to develop and manage the Specialty Service.

Strategy is developed with guidance from national meetings of psychologists and in collaboration with the Head of Psychology Services, in line with Scottish Government guidance and directives.

- **Physical**

Responsibility for the acquisition and maintenance of psychometric tests for specialist use by staff within the Service.

Using specialist psychological test equipment requiring skill in accuracy and co-ordination on a regular basis.

Effort and Environment

- **Physical**

Sitting in a constrained position for extended periods of time daily (typically 60 minutes) with patients during interviews while actively listening.

The post involves frequent computer use for the development of training materials and lengthy periods using a keyboard.

- **Mental**

Several times a day, the post holder is expected to concentrate intensely for periods of typically 60 minutes, in an emotionally charged atmosphere, with clients who are often extremely distressed and displaying negative emotions such as depression, anxiety and anger.

The post holder is required to continuously analyse, assess, reinterpret and formulate as part of the therapeutic process, drawing on a wide theoretical base to arrive at decisions.

The provision of staff support will also be emotionally and intellectually demanding.

- **Emotional**

Several times a day, there is an expectation to concentrate intensely for periods of typically 60 minutes, in an emotionally charged atmosphere, with clients who are often extremely distressed and displaying negative emotions such as depression, anxiety and anger.

- **Working Conditions**

There is a requirement to acknowledge the risk of exposure to verbal and occasional physical aggression from patients due to the emotional nature of the therapeutic process.

5. FREEDOM TO ACT WITHIN THE JOB

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.

To contribute with other consultant psychologists and Heads of Service to the development and articulation of best practice in psychology across NHS Forth Valley.

To ensure the development and articulation of best practice in psychology within the service area 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 field of clinical psychology and related disciplines.

There is a requirement to generate and prioritise tasks and develop strategies for managing the workload in order to develop and manage the relevant teams within the Specialty Service.

To deputise for the Head of Psychology Services in their absence.

There is an autonomous responsibility for waiting list management, patient assessment, decisions about treatment options and their implementation and discharge of patients.

Strategy is developed with guidance from national meetings of psychologists and in collaboration with the Head of Psychology Services, in line with Scottish Government guidance and directives.

Annual appraisal and ongoing professional advice is carried out by the Head of Specialty.

In common with all clinical/counselling psychologists regular clinical supervision will be provided in line with professional guidelines.

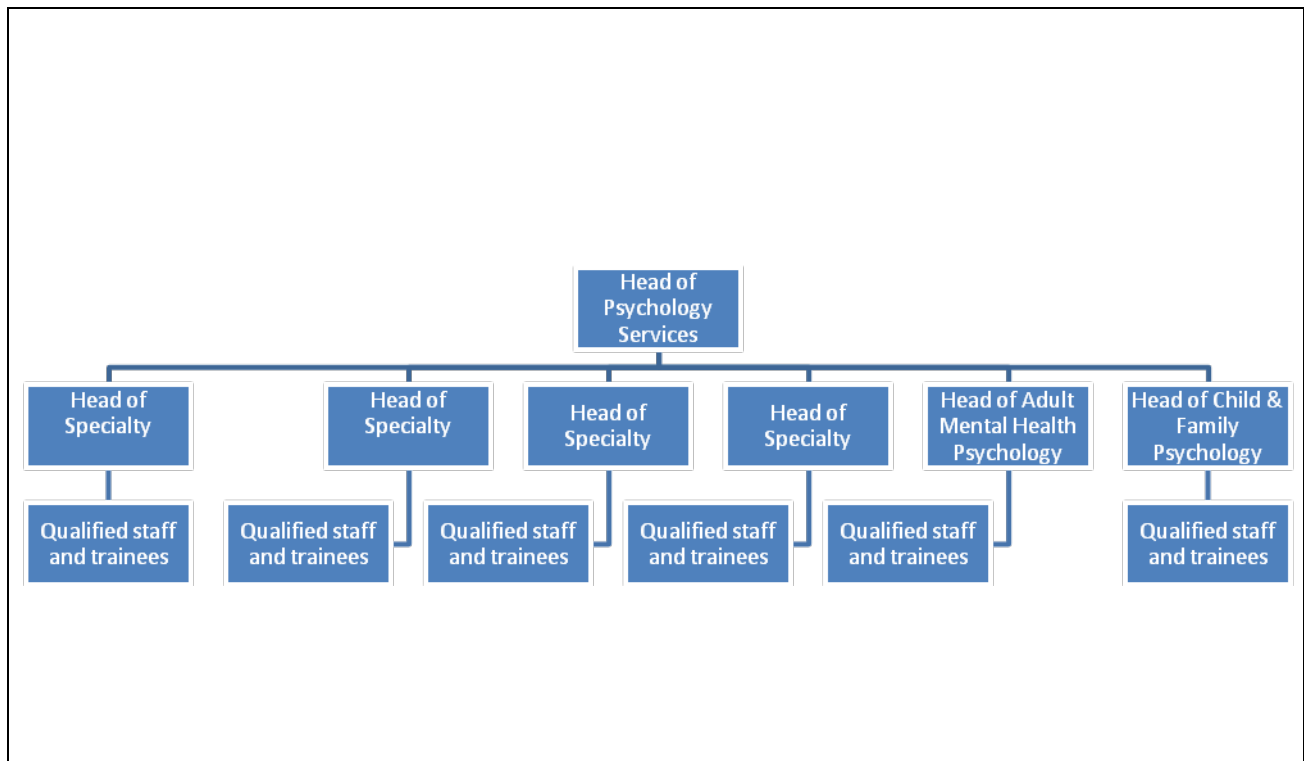
To continue to develop expertise in the area of professional pre and post-graduate training and clinical supervision.

6. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

- First academic degree at Honours level in Psychology

- Doctorate in Clinical/Counselling Psychology, which includes advanced research training as a requirement.
- Registered as a Practitioner Psychologist with the HCPC.
- Supervision training.
- Experience of supervising qualified staff and staff in training.
- Several years of experience working in the field of the Specialty Service.
- Experience of recruitment processes.
- Experience of leading/managing a service development/project.
- Knowledge of relevant NHS and Scottish Government policy.
- Involvement in professional development of staff.
- In order to remain eligible to practise, it is essential to complete a minimum of forty hours of continuing professional development each year. This includes both self-directed learning and formal courses.

7. DEPARTMENT ORGANISATIONAL CHART



PERSON SPECIFICATION

**Job title: - Consultant Clinical/Counselling Psychologist (Eating Disorders)
Head of Specialty
Band 8c**

	ESSENTIAL	DESIRABLE
TRAINING & QUALIFICATIONS	<p>Post-graduate doctoral level training in clinical or counselling psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS, including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies.</p> <p>Registered with the HCPC as a practitioner Psychologist.</p> <p>Supervision Training</p>	<p>Management or leadership training.</p> <p>Additional training in one or more therapeutic approaches evidenced as effective for working with people with an eating disorder.</p>
EXPERIENCE	<p>Substantial experience as a Clinical/Counselling Psychologist with people with an eating disorder.</p> <p>Experience of clinical supervision of staff in training.</p> <p>Experience of clinical supervision of qualified staff, including psychologists.</p> <p>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, inpatient and residential care settings.</p> <p>Experience of working within a multidisciplinary team.</p> <p>Experience of teaching and training.</p> <p>Experience of leading a service development/project.</p>	<p>Experience of working within a multicultural framework.</p> <p>Experience of representing the profession or service in local policy settings.</p> <p>Experience of carrying out service related research and audit.</p> <p>Experience of completing neuropsychological evaluations.</p> <p>Experience of operational management of staff.</p> <p>Experience of recruitment processes.</p>
KNOWLEDGE AND SKILLS	<p>Data analysis skills, for use in service and performance management.</p> <p>Well developed skills in the ability to communicate effectively, orally and in writing, highly technical, and clinically sensitive information to clients, their families, carers and other professional</p>	<p>Publication in academic or professional journals and/or books.</p>

	<p>colleagues both within and outside the NHS.</p> <p>Skills in providing consultation to other professional and non-professional groups.</p> <p>Knowledge of legislation and government policy, and their implications for clinical practice and wider service delivery.</p>	
OTHER	Ability to travel to different locations throughout Forth Valley as required.	