## JOB DESCRIPTION

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| **Job Identification** | |
| **Job Title:** | **Professional Lead Clinical/Counselling Psychologist Consultant**  **Glasgow East Sector and North Dunbartonshire HSCPs** |
| **Responsible to:** | **Head of Adult Services and Head of Psychology Services** |

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| **Job Purpose** |
| The Professional Lead Clinical/Counselling Consultant will be required to support and direct a group of Consultant Clinical/Counselling Psychologists and others working to them across a significant service area. The post holder will fulfill the duties of a Consultant Clinical/Counselling Psychologists and will in addition carry responsibility for the organisation, professional leadership and professional development of a defined staff group.  The Professional Lead Clinical/Counselling Consultant is required to ensure the systematic provision of a high quality clinical/counselling psychology service within a defined highly specialised service or clinical team across a defined service area.  The post holder will work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice across the service and to ensure that systems are in place and working effectively for the clinical delivery and professional supervision and support of all other staff within the service for which the post holder has designated responsibility, including clear systems for effective recruitment, professional appraisal, and the identification of CPD needs across the service.  The Professional Lead Consultant will act as a highly specialist resource to the wider professional community and, as a major requirement of the job, to carry out research activities, audit, policy and service development.  In the Lead role the Consultant will have responsibility for effective delivery of Clinical/Counselling Psychology Services within the service area and will have overall responsibility for:   * The delivery of an effective and efficient clinical service for the service area: * Policy and Service Development of Psychology Services and; * Initiating and developing Research and Development programmes within the   service area as an integral part of their responsibilities. |

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| **Role of the Department** |
| The post holder will be required to work with the Heads of Adult Services for Glasgow City HSCP East Sector and East Dunbartonshire HSCP to ensure the delivery of high quality services. The population covers the East Sector of Glasgow HSCP and East Dunbartonshire HSCP. This is a significant geographical area covering a range of populations with many people coming from substantially economically deprived parts of the catchment.  Services include Primary Care Mental Health Teams, Community Mental Health Teams, Adult In-Patient Acute Admissions, PICU and Rehabilitation Wards, Eating Disorders and Early Intervention for Psychosis (Esteem). |

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| **Organisational Position** |
| HEAD OF ADULT SERVICES SOUTH  CONSULTANT CLINICAL PSYCHOLOGISTS  PRINCIPAL PSYCHOLOGISTS  PSYCHOLOGISTS  ASSISTANT PSYCHOLOGISTS  AS ALLOCATED TO THE SERVICE AREA  **Professional Lead Consultant Clinical Psychologist**  (THIS POST)  Professional Lead GGC |

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| **Scope and Range** |
| As Professional Lead for the Service area, the post holder is responsible for:   * Operating as a member of the Senior Management Team in leading Lead the overall development of Psychology services for the service, including long term strategic planning, workforce planning and staff development. * Leadership of all staff within the Professional group for a significant range of services, Directorate or functional area.  1. Ensuring the provision of a specialist psychology service for all clients of the service. 2. Developing with management appropriate policy, systems and programmes to promote effective delivery and quality of all psychologically-based interventions. 3. providing training, or for advising service management on appropriate external training, to all staff within the service involved in the delivery of psychologically-based interventions. 4. Providing specialist clinical supervision to staff delivering formal psychological therapies, such as cognitive-behavioural therapy. 5. Managing the psychological resources available to the service in terms of staff, including other Consultants, Principal Psychologists, Psychologists and Assistant Psychologists and in terms of psychology materials employed in the assessment and the treatment of patients. 6. Leading local management groups and service development for psychological care. 7. Providing specialist psychological research expertise to the service. |

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| **Main Duties and Responsibilities** |
| **Professional Leadership**   1. To provide professional leadership to a group of Consultant Clinical/Counselling Psychologists and others working to them across a significant service area. 2. To ensure that clear systems for effective recruitment, professional appraisal and supervision of Clinical/Counselling Psychology staff within the defined work area. 3. To be accountable to the Head of Psychology Services for their professional leadership responsibilities. 4. To be accountable for the direct delivery of Clinical/Counselling psychology services across the service area.   **Clinical:**   1. To provide highly developed specialist psychological assessments of clients 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. 2. To formulate plans for the formal psychological treatment and/or management of a client’s mental and/or health problems based upon an appropriate conceptual framework of the client’s problems, and employing methods based upon evidence of efficacy., 3. To be responsible for implementing a range of highly specialist 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. 4. To make highly skilled evaluations and 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 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. 6. To provide expertise and specialist psychological advice, guidance and consultation to other professionals contributing directly to the analysis of clients’ problems and disorders to ensure accurate formulations, reflecting an in-depth causal understanding, diagnosis and treatment plan. 7. To ensure that all members of the wider clinical team have access to a psychologically based framework for the understanding and care of clients of the service, through the provision of advice and consultation and the dissemination of psychological knowledge, research and theory. 8. To undertake risk assessment and risk management for relevant individual clients and to provide both general and specialist consultation and advice for other professionals on psychological aspects of risk assessment and management. 9. To act as designated care co-ordinator, in appropriate cases, ensuring the provision of a care package appropriate for the client’s needs, co-ordinating the work of others involved with care, arranging client’s care reviews as required and communicating effectively with the client, his/her family and all others involved in care; and to monitor progress during the course of multi-disciplinary interventions. 10. To communicate in a highly skilled and sensitive manner, information concerning the assessment, formulation which includes making available an explanation of how the problem developed, an indication of what maintains the problem and factors which may guide treatment options for clients under their care and to monitor and evaluate progress during the course of both uni- and multi-disciplinary care. 11. To provide expertise and advice to facilitate the effective and appropriate provision of psychological care by all members of the team. 12. To provide expert consultation and opinion about the psychological care of the client group to staff and agencies outside the Directorate, Trust and Division. 13. To give expert advice to the Courts on cases where opinions may differ or in unique situations 14. To take part in regular professional supervision and appraisal and maintain an active engagement with current developments in the field of clinical/counselling psychology and related disciplines   **Teaching, training and supervision**  **NB. Clinical supervision: term is specific to Psychology and relates to a process of reviewing clinical practice; leading to the development of practice. Not to be equated with the Job Evaluation definition of supervision.**  The professional Lead is responsible for ensuring that continuing professional development needs are identified and systematically addressed. In addition there is a specific responsibility to provide sufficient teaching opportunities and training placements for Trainee Psychologists and others so that individual psychologists are able to discharge their responsibilities for staff under their supervision. Additionally:-   1. To ensure appropriate systems for the clinical and professional supervision of qualified and unqualified psychologists across the service. 2. To provide clinical and professional supervision to qualified and assistant psychologists working in the service. 3. To provide supervision for CAAPS Trainees or MSc trainees in psychological therapies. 4. To manage the co-ordination of specialist clinical placements for trainee psychologists within the service, 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 undertake the assessment and evaluation of those competencies 5. To provide specialist advice, consultation, training and clinical supervision/assessment to other members of the team for their provision of psychologically based interventions to help improve clients’ functioning. 6. To provide pre and post-qualification teaching of clinical/counselling psychology. 7. To continue to develop expertise in the area of professional pre and post-graduate training and clinical supervision. 8. To ensure that all psychologists within the service/sector team maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.   **Management and Recruitment**   1. As the Professional Lead, a key responsibility is the development and management of a clinical governance programme for staff within the service. This includes identification of annual clinical governance targets; ensuring compliance with professional regulation, meeting professional CPD requirements, organising and managing a professional appraisal system and providing appropriate support to managers dealing with issues of under performance. 2. To ensure the delivery of a high quality, best-practice and evidence-based service across the service area. 3. To manage the psychological resources available to the sector team/service including line management responsibility for all qualified and Assistant/Trainee Psychologists psychological staff and psychological materials employed in the assessment and the treatment of patients. 4. To exercise responsibility for the systematic governance of psychological practice within the sector team/service and to interpret National Clinical Guidelines such as NICE and SIGN Guidelines and ensure that services are meeting all relevant standards. 5. To manage the resources available to the service in terms of the delivery of psychologically based interventions for clients delivered by non-specialists. 6. To ensure appropriate professional psychology recruitment within the service. 7. To advise on the skill level required to undertake psychological practice within a service development framework 8. To monitor and evaluate the psychology service provision with the service to ensure that it meets required service and practice standards.   **Policy, Planning and Service Development**   1. As the senior clinician psychologist within the service to develop 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. 2. To plan and implement service developments and projects as they affect the entirety of the defined service that respond to Government initiatives and targets and that may impact across other teams and services. For example, the development of innovative service components to reduce waiting times or enhance patient satisfaction and outcomes. 3. To take a lead role in the delivery of Care Pathways which may require changes in psychological practice to meet patients' needs. 4. To take a lead role in the workforce and resource planning for the psychological interventions and therapies component of the wider service/clinical team. 5. To identify gaps or resource issues in the service and to initiate and implement developments.   **IT responsibilities:**   1. Use I.T. systems to record clinical activity, caseload, waiting list etc and to report on the performance of psychologists within the area and on the activity of the service. 2. Undertake the collection, processing, interpretation, reporting of information using appropriate software, including advanced statistical, and presentation packages. 3. Use of IT systems to access the NHS e-library for keeping up-to-date with current developments.   **Research and service evaluation:**   1. As a major job requirement to plan, develop, commission and undertake formal research programmes relevant to the service. 2. To undertake collaborative research activity across services, including the evaluation of, monitoring and development of the service/sector team’s services, through the deployment of professional skills in research, service evaluation and audit. 3. To utilise theory, evidence-based literature and research to support evidence-based practice in individual work, work with other team members and across other services and teams. |

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| **Equipment and Machinery** |
| 1. To use a variety of technological equipment for the purposes of clinical work, e.g. video cameras, audio recorders, video players etc. 2. To exercise responsibility for the appropriate and safe use of specialist psychological equipment within the area including appropriate systems of stock control. 3. Use I.T. systems to maintain up to date records of; clinical activity, caseload, waiting list etc and to report on the performance of psychologists within the service/team. 4. Use specialist psychometric test equipment to identify language, memory, intellectual and other cognitive deficits. |

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| **Systems** |
| 1. 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 and Divisional policies and procedures. 2. Use I.T systems to maintain up to date records of clinical activity, caseload, waiting list etc and to report on the performance of psychologists within these areas. 3. Use I.T. systems relevant to clinical interventions, e.g. for scoring psychometric tests. 4. Use management and I.T, systems to ensure adequate performance management information is provided in a timely manner. 5. Use management and IT systems to ensure national workforce data and clinical activity data are provided for e.g. ISD workforce and CAMHS mapping |

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| **Decisions and Judgements** |
| As Professional Lead, the post holder is required to lead the development of the psychology service, making decisions based on the clinical needs of clients, strategic development of the service, the evidence base and national policy drivers.  As a Lead Clinician, the post holder is required to make decisions on the deployment and training of psychologists and has line management responsibility for such staff within the general management arrangements. In this capacity, the post holder will take decisions on implementation of Policy and Service Developments as they affect the entirety of the defined service.  Consultant Clinical/Counselling Psychologists are autonomous Practitioners responsible for their own work and the interpretation of agreed guidelines and policies. The post holder is guided by general health organisational and broad operational Policies which they are required to interpret and initiate appropriate action as required. Specifically the post holder expected to:-   1. Make highly skilled evaluations and decisions about treatment suitability, assessment, formulation, diagnosis, treatment and discharge, 2. Offer expert opinion where this may draw on highly complex and conflicting information.   3. Advise on the development of clinical specialisms and other service developments, making decisions based on the clinical needs of clients, strategic development of the service, the research/evidence base and national policy.  4. Make judgements on the best use of psychology resources and of resources to the service / team, in the area of responsibility, often where there may be significant difference in opinion. This will include making decisions and judgements involving highly complex facts, maybe in unpredictable situations, which require analysis and interpretation of consequences of a range of options.  5**.** The post holder will be an expert in their field and will be required to make judgements in new or unique situations where there is no obvious solution.   1. As a Consultant the post holder will have the freedom to undertake appropriate actions based on their interpretations for example, of relevant clinical and professional policies   **Work will be the subject to appraisal meetings with the Head of Service who will set Key Result Areas and agree a personal development plan for the year.** |
| **Communications and Relationships** |
| The post holder is required:   * To manage staff. * To provide and receive highly complex information in a highly skilled and sensitive manner, 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 communicate effectively with patients suffering from severe mental illness, including patients with personality disorders who may exhibit a significant degree of hostility and antagonism. * To address subjects such as a client’s past sexual abuse, traumatic events, exposure to violence etc. in client’s lives or suggesting management strategies for individuals where there is considerable conflict regarding the approach to adopt. * To manage barriers to acceptance or understanding (e.g. head injury, learning disability, sensory impairment), which need to be overcome using the highest level of interpersonal and communication skills. * To develop and maintain effective communication systems with   + Senior Managers and Clinicians to ensure effective delivery of the service   + External agencies including GPs, the Courts, Universities and Social Work   + Patient Groups and voluntary bodies * To communicate effectively with patients when significant barriers to communication exist e.g. learning disability, sensory or physical impairment * To undertake formal presentations in public, professional and academic settings. * To maintain communication with wider networks, including national networks, such as the British Psychological Society and its Division of Clinical Psychology, national special interest groups and Patient and voluntary groups. |

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| **Physical, Mental, Emotional and Environmental Demands of the Job** |
| **Physical:**   * To exercise physical skills requiring dexterity, precision, good hand-eye coordination and speed in administering psychometric tests, with a specific requirement for consistency and accuracy, which are essential for accurate diagnosis. * To use specialist psychometric tests requiring the simultaneous co-ordinated manipulation of test materials and the accurate observation, timing and recording of patient performances and behaviours. * Good keyboard skills are required. * Considerable physical effort is entailed through sitting for hours in a restricted position, e.g. during clinical interview or assessment sessions. These sessions typically extend for a half or full day at a time. * To make home visits or travel between clinics.   **Mental:**   * Considerable intense mental effort (often attending to multiple sources of information at the same time) is required when concentrating, often for long periods at a time when directly interacting with clients during assessment and therapy sessions. These concentration requirements typically endure over the period of ‘clinics’, which may extend for a half or full day at a time * Intense concentration is also required when using varied and sometimes intricate clinical assessment procedures (e.g. interviews, direct observations of client behaviour or the use of complex psychometric assessment tools   **Emotional:**   * Frequent exposure to highly distressing or emotional circumstances when providing treatment to patients who are seriously mentally ill, and exhibiting challenging behaviour (such as suicidal threats or aggressive and threatening behaviour) * Frequent exposure to highly distressing circumstances as when giving news of life threatening illnesses such as dementia or when hearing personal accounts of involvement with child abuse or domestic breakdown * Considerable emotional demands are presented in listening to or reading about staff or clients’ or their carers’ distress and through exposure to disturbing accounts of serious crimes, sexual abuse or traumas, as well as from actual or threatened aggressive behaviour on the part of clients or carers and occasionally from significant threats of violence from forensic clients and their families. * Emotional demands are routinely experienced in supporting other staff through major challenges at work, including clinical supervision of difficult cases. These include debriefing staff and clients after violent or otherwise traumatic events.   **Environmental:**   * Services to clients are provided in a variety of settings, including clinics, hospital, their own homes, own rooms, hostel accommodation, bed and breakfast, etc. Some of these environments may present exposure to hazards, such as verbal and physical aggression, loud noise, or unpleasant working conditions e.g. bad odours, cigarette smoke, domestic animals, used injecting equipment, etc. |

**PERSON SPECIFICATION FORM**

**Job Title: Psychology Professional Lead (Clinical/Counselling Psychologist Consultant)**

**Department: Glasgow North East and East Dunbartonshire**

**Qualifications and Training**

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| **Essential** | **Desirable** |
| Demonstrates advanced theoretical and practical knowledge as a Clinical/  Counselling Psychologist which requires to be obtained through:-   * Management training and leadership training | Full membership of the Division of Clinical Psychology, or the Division of Counselling Psychology or the Association of Clinical Psychologists |
| Post-graduate doctoral level training in clinical/counselling psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS or HCPC, including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology. | Post-doctoral training in additional specialised areas of psychological practice relevant to the clinical services covered in the remit of this post. |
| Formal training and supervised practice in Cognitive Behaviour Therapy (CBT) across a range of presentations and severity, supervised by a suitably qualified clinical or counselling psychologist. |  |
| Post-doctoral training in additional specialised areas of psychological practice of an extensive and substantial nature |  |
| Registration with the HCPC as a Clinical and/or Counselling Psychologist. |  |
| Training in clinical practice supervision. |  |
| Management training and leadership training |  |
| Significant clinical/counselling psychology practice experience in NHS or equivalent, supervised by a suitably qualified Clinical/Counselling Psychologist. | Experience of managing or monitoring budgets. |
| Demonstrates significant and substantial experience of working as a Consultant Clinical/Counselling Psychologist. | Experience of direct clinical work and supervising clinical work with the populations covered by the services included in the remit of this post. |
| Requires 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. This includes skill in maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse. |  |
| Experience of exercising full clinical responsibility for clients’ psychological care and treatment, both as an independent practitioner and also within the context of a multi-disciplinary care plan. |  |
| Significant experience of teaching, training and professional and clinical supervision. |  |
| Experience reflecting a breadth & depth of competencies working as a qualified Clinical/Counselling Psychologist: this is likely to be gained over very significant post qualification experience. |  |
| Significant experience of staff management. |  |
| Substantial experience of undertaking staff appraisals, identifying professional development needs and performance issues to support key result areas. |  |
| Substantial experience of taking a lead role in recruitment. |  |
| Substantial experience of workforce planning in conjunction with service managers. |  |
| Experience of working effectively with senior service managers to achieve organisational goals. |  |
| Experience of clinical governance at a senior level including training in critical Incident review processes (e.g. root cause analysis). |  |
| Service development:  Experience of influencing and developing services with cognisance of relevant government policy and best practice guidelines |  |
| Substantial experience of taking a lead role in service development and service redesign. |  |
| Experience of engaging at a strategic level with local and national initiatives, consultations and working groups. |  |
| Experience of developing and implementing service change. |  |

**Qualifications and Training**

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| **Essential** | **Desirable** |
| Highly developed knowledge of the theories underpinning psychology and the theory and practice of specialised evidence-based psychological therapies and interventions applicable to this client group. | Publication of training, service evaluation, clinical audit and research material. |
| A high level ability to communicate effectively at both a written and oral level complex, highly technical and clinically sensitive information to clients, their families, carers and a wide range of lay and professional persons within and outside the NHS | Strategic work and policy on areas of practice relevant to the services covered in the remit of this post at local, board or national level. |
| Skills in providing consultation to other professional and non-professional groups. |  |
| Skills as a senior clinician to undertake clinical leadership roles and tasks within multidisciplinary and multi-agency contexts. |  |
| Maintenance of a high degree of professionalism in the face of highly emotive and distressing problems |  |
| Demonstrated skills in management of staff. |  |
| Knowledge of legislation and its implications for both clinical practice and professional management in relation to the client group and mental health. |  |
| Evidence of continued professional development as recommended by the BPS and HCPC |  |
| Skills in clinical consultancy; clinical supervision & management of complex cases |  |
| Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of clinical psychology. |  |
| Enthusiasm in working with a broad range of psychological presentations, an interest in models of behaviour change and service delivery and an ability to articulate the value added by specialist psychological services within the context of multidisciplinary health and services. |  |
| Able to demonstrate personal leadership achievement and skills. |  |
| Ability to motivate staff and support staff and team development. |  |
| Open to ongoing evaluation, feedback and supervision. |  |
| Ability to identify, provide and promote appropriate means of support to families, carers and staff exposed to highly distressing situations. |  |
| Able to travel to different bases as required. |  |
| Ability to work flexibly, including outside normal working hours. |  |