

# JOB DESCRIPTION



## Senior Clinical Psychologist/Counselling Psychologist/ Cognitive Behavioural Psychotherapist

### 1. JOB DETAILS

**Job Title:** Senior Clinical Psychologist or Counselling Psychologist or Cognitive Behavioural Psychotherapist

**Department:** Clinical/Operations

**Location:** Combat Stress Treatment Centre/Hub & Outreach Hubs as required

**Band:** 8a

**Status:** As per contract

**Hours:** As per contract

**Reporting to:** Principal Clinical Psychologist/Cognitive Behavioural Psychotherapist or Consultant Clinical Psychologist

**Clinically/professionally accountable to:** Head of Psychological Therapies

**Line managing/supervising:**

Band 7 Clinical or Counselling Psychologists or Cognitive Behavioural Psychotherapists, trainees and assistant psychologists

### 2. OVERALL PURPOSE

- Clinically supervise and manage Band 7 psychologists/cognitive behavioural psychotherapists and trainees/assistants based at the Hub and Outreach Hubs
- Ensure that the workload of psychologists/cognitive behavioural psychotherapists is effectively managed e.g. allocation of caseloads/capacity planning
- Contribute to monitoring and reporting of psychological therapy team activity and outcomes
- Provide specialist psychological assessment, formulation and treatment using evidence-based trauma-focused CBT for Veterans with PTSD, Complex-PTSD, depression, emotional dysregulation, inter and intrapersonal problems and other complex trauma-related mental health problems
- Provide psychological consultation for the inter-disciplinary team and contribute to psychologically-informed treatment planning, development of a reflective team approach and trauma-informed services
- To promote the work of Combat Stress amongst other professionals by offering training and consultation both internally and externally.

### **3. KEY RESPONSIBILITIES**

#### **Management Responsibilities**

- To contribute to service planning, working closely with the Principal Clinical Psychologist/Cognitive Behavioural Psychotherapist or Consultant Clinical Psychologist, Hub and Deputy Managers and the Head of Psychological Therapies and where appropriate lead on specific projects/initiatives
- Report on activity and performance of the psychological therapies team as required and support the development of systems for monitoring and data reporting as required
- To provide line management supervision for Band 7 psychologists/psychotherapists.
- To attend and where appropriate chair inter-disciplinary team clinical meetings, local psychological therapies team meeting and National Senior Psychological Therapists meetings
- To attend and contribute to local senior management, clinical governance and incidents/complaints meetings, carrying out prescribed tasks as appropriate (e.g. assisting with policy, development or implementation, investigating complaints) by agreement with line manager
- To follow relevant organisational policies and procedures for clinical and information governance and HR

#### **Clinical Responsibilities**

- To demonstrate strong clinical leadership for the psychological therapies team and to assume a senior leadership role within the wider inter-disciplinary team, including Peer Support and Family Support colleagues
- To provide clinical advice and opinion to the psychological therapy and wider inter-disciplinary team, Peer Support and Family Support colleagues, as well as external agencies as required
- To provide comprehensive psychological assessments of referred Veterans, using structured and semi-structured clinical interview, psychometric instruments and other assessments methods as appropriate.
- To formulate and devise psychological treatment and management plans for referred Veterans with a range of problems, severity and complexity, including those with challenging behaviours.
- To provide specialist psychological advice guidance and consultation to other professionals contributing directly to Veterans' formulation and treatment plan.
- To undertake risk assessment and risk management of referred Veterans and to provide advice to other professionals, both internal and external, on psychological aspects of risk assessment and risk management.
- To maintain a clinical caseload, within agreed limits and under the clinical supervision of the Principal Clinical Psychologist/Cognitive Behavioural Psychotherapist or Consultant Clinical Psychologist
- To provide high quality, evidence-based and evidence led treatments for Veterans with complex mental health problems including, but not restricted to PTSD, Complex-

PTSD, depression, emotional dysregulation, inter and intrapersonal problems and other complex trauma-related mental health problems, in 1:1 and group contexts.

- To take a lead on the promotion of evidence-based practice throughout our services and motivate other professionals to advance clinical practice and improve quality of care.
- To provide reports which communicate in a skilled and sensitive manner assessment, formulation, treatment planning and risk assessment.
- To take a lead in liaison with other Combat Stress staff in other centres and sections of the service, other health and social care staff, from a range of statutory and non-statutory agencies including the Veterans charity sector, in the care provided to Veterans.
- To take a lead in promoting and developing positive and productive/effective working relationships with other inter-disciplinary clinical teams across the UK.
- To provide professional and clinical supervision Band 7 psychologists/cognitive behavioural psychotherapists and other professionals engaged in psychological assessments and treatments or undertaking clinical tasks within Combat Stress as agreed.
- To support the Principal Clinical Psychologist/Cognitive Behavioural Psychotherapist (8b) and/or Consultant Clinical Psychologist (8c) in managing the care pathway to the Standard Operating Procedures to on the clinical records system to high accuracy
- To ensure that all team psychologists/cognitive behavioural psychotherapists are accredited with relevant professional bodies (HCPC/BABCP) and receive regular clinical supervision in line with organisational policy to ensure consistent delivery of high-quality interventions

### **Administrative Responsibilities**

- To communicate skilfully, tactfully, and sensitively highly complex and sensitive information with Veterans, carers and external referrers, taking into account of sensory and cultural barriers relevant to Veterans in particular, in this communication.
- To use Information Management and Technology effectively in accordance with the policies of the organisation.
- All staff that have access to Veterans' records have a responsibility to ensure that these are maintained efficiently, and that confidentiality is protected in line with organisational policies.
- In addition, all health professionals are advised to compile records on the assumption that they are accessible to Veterans in line with the access to Health Records Act 1990.
- To complete incident reporting in accordance with the policies of the charity.

### **Education and Training Responsibilities**

- To take a lead in the provision of advice, consultation, and training to other inter-disciplinary, Peer Support and Family Support staff working with Veterans.
- To take a lead in the development and co-ordination of internal staff development activities, including training to support trauma-informed service delivery.

- To implement the clinical educational framework, which ensures that all psychological therapists maintain and develop their skills, knowledge, and expertise in this unique field of work.

### **Research, Audit and Service Evaluation**

- To utilise evidence-based literature and research to support evidence-based practice in all facets of clinical work (e.g., individual, group & family interventions, practice of supervision) and work with other team members.
- To oversee the undertaking of appropriate service evaluation, audit and research within Combat Stress as negotiated with Head of Psychological Therapies, Principal Clinical Psychologist/Cognitive Behavioural Psychotherapist (8b) and/or Consultant Clinical Psychologist (8c), Head of Research and Hub Manager.
- To contribute to data analysis and report writing to inform external commissioners/ stakeholders and the Executive within Combat Stress as appropriate.

### **Professional Responsibilities**

- To participate in regular clinical professional supervision and appraisal as consistent with the requirements of Combat Stress and the post holder's professional practice and/or Charity guidelines.
- To maintain and develop the highest standards of practice, through active participation in continuing professional development and maintaining an active engagement with current developments in psychological practice in areas related to the post.
- To maintain confidentiality of all client data in line with Organisational policy and the Data Protection Act 1998.
- To represent the Charity in a professional manner at all times.

### **General Responsibilities**

- To fully understand and adhere to the policies and procedures of the organisation.
- To be compliant with the administrative and clinical processes defined.
- To work in a flexible and responsive way to meet the changing needs of the service users and demands of the service.
- To promote a recovery focus throughout the veterans' treatment journey.
- To promote equality, diversity, and the rights of the service users.
- To support partnership working.
- To follow safeguarding procedures to minimise risk of harm to children or vulnerable adults.
- To undertake any other duties at the request of the line manager which are commensurate with the role, including project work, internal rotation (as per contract) and absence cover.
- To contribute to the maintenance of a healthy and safe working environment by adhering to Health and Safety Organisational policies.

#### 4. KEY RELATIONSHIPS

- Hub Manager/Deputy Manager
- Principal Clinical Psychologist/CBT Therapist and/or Consultant Clinical Psychologist
- Head of Psychological Therapies
- Senior Psychological Therapists across Combat Stress
- Inter-disciplinary Team
- Community Outreach Teams
- Research Team
- Quality and Clinical Governance Team
- Veteran Voice Group and other Service User Groups
- Peer Support workers
- Family Support workers
- NHS and other Veteran Mental Health Providers

#### 5. RISK MANAGEMENT

All staff have a responsibility to manage risk within their sphere of responsibility. It is a statutory duty to take reasonable care of their own safety and the safety of others who may be affected by acts or omissions.

As an employee of Combat Stress you are required to be risk aware, readily able to identify risks faced by you and by Combat Stress in the course of your day-to-day employment. Where a new risk is identified it is to be reported through your line manager.

We reserve the right to ask you from time to time to undertake any other reasonable duties as required within this role.

Signature – Job Holder

Date

Signature – Line Manager

Date

**Reviewed/created: Feb 2020**