

# JOB DESCRIPTION



## Principal Clinical Psychologist/CBT Therapist

### 1. JOB DETAILS

|                      |   |
|----------------------|---|
| <b>Job Title:</b>    | Principal Clinical or Counselling Psychologist or Cognitive Behavioural Psychotherapist |
| <b>Department:</b>   | Clinical / Operations   |
| <b>Location:</b>     | Combat Stress, Belfast Northern Ireland   |
| <b>Band:</b>         | 8b  |
| <b>Status:</b>       | Permanent   |
| <b>Hours:</b>        | 37.5 hours  |
| <b>Reporting to:</b> | Head of Operations NI   |

**Clinically/professionally accountable to:** Consultant Clinical Psychologist and Head of Psychological Therapies

- **Line managing/supervising:** Band 8a Cognitive Behavioural Psychotherapist and trainee psychologists / assistants / CBT Psychotherapists on placement

### 2. OVERALL PURPOSE

- Provide clinical and professional leadership for the psychological therapies team in the region, with therapy team staff located at a Belfast hub and other locations
- Contribute to the development and implementation of community based interventions in the region, as senior clinician within the inter-disciplinary team
- Systematically plan and oversee delivery of assessments, group treatment programmes and provision of individual psychological therapy to meet agreed organisational targets, ensuring effective monitoring and reporting of team activity and outcomes
- Along with band 8a, ensure that the workload of the therapy team is effectively managed and that staff resources are used effectively
- Provide highly specialist psychological assessment, formulation and evidence-based treatment using for Veterans with PTSD, C-PTSD, and other complex trauma-related mental health problems
- Clinically supervise band 8a CBT Psychotherapist and trainee psychologists / assistants / CBT Psychotherapists on placement
- Provide expert psychological consultation for the inter-disciplinary team

- Work closely with local managers and the Head of Psychological Therapies to identify and contribute to service planning and programme development and to identify staff resource requirements
- To promote the work of Combat Stress amongst other professionals by offering training and consultation both internally and externally.

### **3. KEY RESPONSIBILITIES**

#### **Management Responsibilities**

- Work closely with local senior managers and the Head of Psychological Therapies to systematically plan and deliver the service provided by the psychological therapies team in line with agreed organisational objectives and resources
- Report on activity and performance of the psychological therapies team as required and ensure that systems are developed/followed for monitoring and data reporting as required
- To provide clinical supervision to the Band 8a CBT Therapist and an agreed number of Band 7 Psychological Therapists.
- To attend and where appropriate chair interdisciplinary team clinical meetings, local psychological therapies team meetings and National Senior Psychological Therapist team 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) and 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
- To provide expert clinical advice and opinion to the psychological therapies and wider inter-disciplinary team 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 assessment 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, diagnosis and treatment plans.
- To undertake risk assessment and risk management for individual 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 supervision of the Head of Psychological Therapies.

- To provide high quality, evidence-based and evidence-led treatments for Veterans with mental health problems including, but not restricted to PTSD, C-PTSD, Depression and Anxiety/Emotional Dysregulation disorders in 1:1 and group contexts.
- To take a lead on the promotion of evidence-based practice throughout our services to other professionals and motivate others to advance practice and improve quality of care.
- To provide reports communicated in a skilled and sensitive manner with respect to assessment, formulation and treatment planning.
- 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 members of Combat Stress clinical teams.
- To provide professional and clinical supervision and line management for Band 8a cognitive behavioural psychotherapist
- To provide professional consultation to other professionals engaged in psychological assessments and treatments or undertaking clinical tasks within Combat Stress as agreed.
- To ensure that all team psychologists/therapists 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 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 individual 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, Medical Director, Head of Operations, Northern Ireland and Head of Research
- 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**

- Head of Psychological Therapies
- Head of Operations, Northern Ireland
- Principal and Senior Psychological Therapists across Combat Stress

- Inter-disciplinary team, Northern Ireland
- Research Team
- Quality and Clinical Governance Team
- Veteran Voice Group and other Service User Groups
- Veteran Peer Support Colleagues
- Family Support Colleagues
- 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: August 2021**