

# JOB DESCRIPTION



## Consultant Clinical Psychologist

### JOB DETAILS

**Job Title:** Consultant Clinical Psychologist

**Department:** Clinical/Operations

**Location:** Edinburgh

**Band:** 8c

**Status:** Permanent

**Hours:** 37.5 hrs / pw

**Reporting to:** Head of Operations Scotland

**Clinically/professionally accountable to:** Associate Clinical Director & Head of Psychological Therapies

**Line managing/supervising of :**

Band 8b, 8a, & 7 Clinical or Counselling Psychologists or Cognitive Behavioural Psychotherapists, trainees, and assistant psychologists

### 1. OVERALL PURPOSE

- To actively contribute to the Scotland senior management team, both in terms of the provision of high quality and efficient services, and the development of positive relationships with partner agencies.
- To provide clinical leadership for psychological therapies in Scotland, ensuring the planning and development of a systematic response to service need. To interpret professional policies, ensuring that the service operates at the highest level of quality and current best practice, leading research and quality improvement projects to this end
- To work with the Scotland Manager and Head of Psychological Therapies to ensure that clinical services are delivered consistently by psychologists/psychotherapists with a high level of competency and expertise.
- To support and advise colleagues on all issues relating to psychological therapies, psychologically informed service provision and trauma-informed care and providing expert clinical consultation and professional guidance to other psychological practitioners.
- To develop external relationships with lead clinical/counselling/forensic psychology colleagues in relevant clinical, research and governmental bodies in Scotland to improve cross-service collaborative working relationships and increase awareness of Combat Stress.

- To ensure the needs of Scottish Veterans are being met in line with presenting need and contractual requirement
- To manage both capacity and demand and ensure agreed performance targets are being met
- To ensure veterans are meaningfully placed at the centre of all decision making

## **2. KEY RESPONSIBILITIES**

- To provide clinical and professional leadership and practice guidance in Scotland in relation to the delivery of all psychological interventions
- To develop and implement an effective framework of clinical supervision and professional development for the psychological therapies team in Scotland, in line with the direction set by the Head of Psychological Therapies
- To support the Head of Psychological Therapies in systematically appraising need for further development of psychological therapy services within Combat Stress and to identify and recommend appropriate service developments making recommendations to the Medical Director and Director of Operations to this end
- To be responsible for championing and implementing agreed service developments in psychological therapy service provision in Scotland, as agreed with the Head of Psychological Therapies and Scotland Manager.
- To be responsible for ensuring that the policies and procedures of Combat Stress are properly implemented by psychologists/psychotherapists in Scotland

### **Management Responsibilities**

- To support the Head of Psychological Therapies in ensuring that policies and guidelines concerning professional good practice for the provision of psychological therapy services are reviewed and implemented in order to ensure the highest standards of service to Veterans
- Work closely with the Scotland Manager and the Head of Psychological Therapies to and systematically plan and deliver the service provided by the psychological therapies team in line with agreed organisational objectives and resources and contribute to strategic management discussions about future service delivery
- To work closely with the Head of Psychological Therapies, Medical Director and Director of Operations to continually to review, develop and deliver evidence-based services of the highest quality
- Report on activity and performance of the psychological therapies team as required and ensure that systems are developed/followed to enhance monitoring and data reporting
- To provide clinical supervision to the Band 8b deputy, 8a and an agreed number of Band 7 psychologists/psychotherapists.
- To attend and where appropriate chair interdisciplinary team clinical meetings, local psychological therapies team meetings and National Senior Psychological Therapists meetings
- To actively contribute to local senior management, clinical governance, and incidents/complaints meetings, carrying out prescribed tasks as appropriate (e.g. development of policy, development or implementation, investigating complaints) and by agreement with line manager

- Working closely with the Head of Psychological Therapies and other Principal and Consultant psychologists/psychotherapists, contribute to the strategic development of psychological therapies within Combat Stress
- To follow relevant organisational policies and procedures for clinical and information governance and HR

### **Clinical Responsibilities**

- To bring to the interdisciplinary team a high level of expertise in relation to specialist psychological assessment, formulation, intervention and consultation in relation to Veterans with complex mental health needs, utilising a range of clinical methodologies and drawing on a range of theoretical perspectives.
- 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, Peer Support and Family Support colleagues, as well as external agencies as required
- To retain a clinical caseload including the assessment and treatment of Veterans with complex mental health difficulties, using sound and evidence based clinical methodology.
- 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, and treatment plans, based on a multifaceted psychological understanding and current evidence-based practice
- 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 under the clinical 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, 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 develop, implement and monitor an effective supervision structure for psychological therapists in Scotland, following the direction set by the Head of Psychological Therapies
- To provide professional and clinical supervision for Band 8a and 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 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

### **Clinical Governance**

- To be a key part of the clinical governance structure and to identify, devise, implement and supervise clinical audits as per clinical governance strategy and contribute to the clinical audit matrix
- To attend and at times deputise for the Head of Psychological Therapies at quarterly National Clinical Governance Meetings
- To contribute to the development and implementation of relevant organisational policies and procedures pertaining to high quality clinical service delivery

### **Education and Training**

- To lecture at key clinical and academic national and international conferences in relation to complex mental health needs in Veterans, increasing the profile of Combat Stress
- To represent Combat Stress at external strategic meetings with partners and other agencies as required.
- To help represent Combat Stress in the media in consultation with the Head of Psychological Therapies, Medical Director, Director of Operations and Marketing and Communication team
- Oversee the provision of specialist knowledge, education and training related to psychological services Combat Stress, including, but not limited, to the development of trauma-informed services
- To participate in training of staff at Combat Stress

### **Service Evaluation and Research**

- Collaborate on the development of service evaluation and translational research studies in collaboration with the, Head of Research and the Medical Director.
- To take a leading role in the evaluation of clinical programmes within Combat Stress
- To write and secure service funding and research bids.
- To supervise research projects along with the Head of Psychological Therapies, Head of Research, and the Medical Director.
- To coordinate research projects undertaken within Combat Stress, working with the Head of Psychological Therapies, Head of Research and the Medical Director.

- To provide leadership and management as appropriate, regarding the selection and design of complex service evaluation projects, guiding and supporting colleagues to improve the quality and effectiveness of service provision.
- To remain informed of and critically evaluate current research to support evidence-based practice in your own professional work and to contribute this perspective in the interdisciplinary team.

### **Professional Responsibilities**

- To participate in regular clinical professional supervision, Continuing Professional Development and appraisal as consistent with the requirements of Combat Stress
- To work within the Code of Ethics and the professional practice guidelines of the professional registering body and the professional guidance framework of Combat Stress
- To work within the framework of the policies and procedures of Combat Stress
- To maintain a high standard of clinical record keeping.
- To fully support the activities of the Senior Management Team within Combat Stress, including attending relevant meetings.
- To maintain a current understanding of developments in the field of both trauma-related mental health difficulties and Veterans' mental health

### **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 contribute to the maintenance of a healthy and safe working environment by adhering to Health and Safety Organisational policies
- To ensure that you remain fully vaccinated against Covid 19 and provide documentation to Human Resources to that effect – as required according to National Guidance

### **3. KEY RELATIONSHIPS**

- Head of Operations Scotland
- Deputy Head of Operations Scotland
- Associate Clinical Director & Head of Psychological Therapies
- Medical Director
- Director of Operations
- Senior Psychological Therapists across Combat Stress
- Scotland Inter-disciplinary team – Located across Scotland
- Research Team
- Quality and Clinical Governance Team
- Veterans within Scotland
- Public and Third Sector Veteran Mental Health Providers

#### **4. 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: June 2022**