

Job Description

Job title: Clinical Psychologist/Counselling Psychologist/CBT Therapist
Directorate: Clinical
Location: Hub based with some remote working
Accountable to: Deputy Head of Operations / Communities Manager
Clinical Supervision: Senior Clinical/Counselling Psychologist / CBT Therapist
Pay grade: Band 7
Type: As per contract

Values Framework

All staff are expected to know and understand the values of the organisation and uphold these values whilst at work.

- Together
- Focused
- Bold
- Personal

General Overview of Role

- To work collaboratively as a member of a multi-disciplinary team (MDT) delivering services for veterans with PTSD and other trauma-related mental health difficulties, and alcohol/substance misuse problems
- To contribute to residential, outpatient, community and digital care and treatment programmes, working flexibly to meet veteran need
- To provide comprehensive psychological assessment, collaborative formulation, and treatment planning
- To provide evidence-based CBT psychological treatment, including 'third wave' CBT interventions, on a group and individual basis, to Veterans attending PTSD treatment and recovery focused programmes.
- To offer CBT-based consultation and support to other MDT members and advice to referrers, external agencies and carers on veterans' psychological needs/suitable interventions
- To provide CBT supervision of trainee psychologists/students
- To contribute to service development and audit and training and research initiatives as appropriate.
- To work closely with the Senior Psychologists/Senior CBT therapists and Heads of Psychological Therapies to contribute to the development and enhancement of treatment programmes, other relevant service development and clinical governance.

Main Duties and Key Responsibilities

Management Responsibilities

- The role has no direct line management responsibility
- To follow relevant professional practice guidelines and organisational policies and procedures regarding clinical practice

- To adhere to the Combat Stress Psychological Therapy job planning expectations (Please note these are aligned to NHS Scotland practice)

Clinical Responsibilities

- To provide specialist psychological assessment using a CBT framework for referred veterans, using structured and semi-structured clinical interview, psychometric instruments and other assessments methods as appropriate
- To formulate and devise CBT treatment and management plans for referred veterans with a range of psychological problems, and of varying severity and complexity, including those with challenging behaviours
- To provide CBT interventions for veterans with PTSD and other trauma-related mental health problems
- To maintain an agreed clinical caseload
- To provide CBT-based advice, guidance and consultation to other professionals in the multi-disciplinary teams of Combat Stress and to assist in developing team formulation and treatment plans for Combat Stress veterans
- To provide high quality, evidence-based CBT treatments for veterans with mental health problems including, but not restricted to PTSD, depression and anxiety/arousal disorders in a 1:1 and group-based context
- To promote evidence-based practice throughout our services to other professionals and motivate others to advance practice and improve quality of care.
- To provide reports with respect to CBT assessment, formulation and treatment planning
- To liaise with other Combat Stress staff in other centres and sections of the service (e.g., Community Outreach), 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 clients.
- To promote and develop positive and productive/effective working relationships with other multidisciplinary members of Combat Stress clinical teams.
- To promote independence, recovery and active involvement of veterans in their own care at all times

Education and Training

- To provide CBT supervision to trainee clinical and counselling psychologists and, where required, of assistant psychologists, recovery support workers and others engaged in delivering CBT-based interventions
- To provide CBT advice, consultation, training and supervision, where appropriate, to other multidisciplinary staff working with veterans
- To contribute to the development and delivery of internal staff development activities as appropriate
- To always fulfil the mandatory training requirements of Combat Stress

Administrative Responsibilities

- To communicate skilfully, tactfully and sensitively highly complex and sensitive information with veterans, carers and external referrers, considering 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 who contribute to Veterans' records are expected to be familiar with, and adhere to, Combat Stress' Standards of Records Keeping Policy. Staff should be aware that Veterans' records throughout Combat Stress will be subject to regular audit.
- 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 Combat Stress's Confidentiality of Health records Policy.
- 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 organisation.

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 undertake appropriate evaluation and audit research within Combat Stress as negotiated with the Manager of Psychological Therapies.
- To participate in and contribute to clinical audit and service evaluation with colleagues within the service, to help evaluate and improve service provision and develop appropriate reports as required as negotiated with the Manager of Psychological Therapies and other senior members of staff.

Professional Responsibilities

- To participate in regular clinical professional supervision and appraisal as consistent with the requirements of the Organisation.
- 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.

General

- To fully understand and adhere to the policies and procedures of the Charity.
- 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 veteran centric approach 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.

Risk Management

As an employee of the Charity, the postholder is required to be risk aware and readily able to identify risks faced in the course of day-to-day duties. Where a new risk is identified it is to be reported through the postholder's line manager.

INFECTION PREVENTION AND CONTROL

Maintain an up-to-date awareness of the Infection control procedures relevant to your area of work and implement these in practice. As a minimum this must include hand hygiene and the use of personal protective equipment as appropriate.

There is a legal requirement that all staff working in a CQC regulated location must be fully vaccinated (received both doses of a recognised vaccine) unless exempt for clinical reasons. If you are appointed to work with the charity, you are required to provide proof of full vaccination as part of your pre-employment checks.

Date revised	_____
Signature of postholder	_____
Print name	_____
Date	_____