

# JOB DESCRIPTION



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

### 1. JOB DETAILS

<b>Job Title:</b>	Senior Clinical Psychologist or Counselling Psychologist or Cognitive Behavioural Psychotherapist
<b>Department:</b>	Clinical
<b>Location:</b>	Combat Stress, 21 Talbot Street, Belfast, Northern Ireland, BT1 2LD
<b>Band:</b>	8a
<b>Hours:</b>	18.75 hrs, 0.5wte as part of a 1-Year Fixed Term Contract
<b>Reporting to:</b>	Head of Operations Northern Ireland / Principal Clinical Psychologist

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

### 2. OVERALL, PURPOSE OF ROLE

To provide an additional Psychological Therapy resource for Combat Stress Northern Ireland as part of the Veteran's People Pathways, Places Programme (VPPP) as detailed below: -

Veteran's People, Pathways, Places Programme (VPPP)

Many veterans from Northern Ireland who require mental health support, suffer from hypervigilance, extreme guardedness, and mistrust of, and reluctance to engage with traditional NHS statutory services.

This means that veterans rely on a network of 3<sup>rd</sup> sector organisations to access mental health services. Whilst these projects carry out excellent and much needed treatment and support for our local veteran community, we are keen to address gaps in this service provision, improve continuity of care, embed partnership working and a improve understanding and communication between charitable mental health services. This VPPP project aims to bring together Combat Stress, Brooke House and Inspire to collaborate in the delivery of a cohesive and seamless mental health support for veterans across Northern Ireland. We intend to collectively identify and assess veterans' needs and safely case manage veterans into appropriate, trusted mental health assessment and treatment pathways, and provide direct and targeted interventions. These pathways will be delivered as follows:

- Combat Stress – Psychiatric and Psychological Clinical Assessment, Formulation and Treatment for those with complex trauma-related mental health difficulties.
- Inspire – Psychological Assessment and Psychological Therapies including treatment for substance misuse and addiction.

- Brooke House – Psychological Therapy, Physiotherapy and Complementary Therapy

Through this project, our vision is start building the necessary collaborative framework of service provision to enable better mental health outcomes for all Veterans living in Northern Ireland.”

More specifically, within this role, you will:

- Provide specialist psychological assessment, formulation and treatment using empirically evidenced trauma-focused therapies (this might include TF-CBT, CPT, PE, NET, EMDR) 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, the 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, Senior CBT Therapist, Head of Operations NI and the Associate Clinical Director and 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 follow relevant organisational policies and procedures for clinical and information governance and HR

#### **Clinical Responsibilities**

- To demonstrate strong clinical leadership as part of the psychological therapies team and the wider inter-disciplinary team, including Peer Support and Family Support colleagues.
- To provide clinical advice and opinion to the psychological therapy team 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/routine clinical outcome measures 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/Head of Psychological Therapies. 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 support the Principal Clinical Psychologist in managing the care pathway to the Standard Operating Procedures to on the clinical records system to high accuracy

### **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 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 Operations NI
- Principal Clinical Psychologist and Senior CBT Therapist
- Head of Psychological Therapies
- Senior Psychological Therapists across Combat Stress
- Inter-disciplinary Team
- Community Mental Health/Home Treatment Teams/Outreach Teams
- Research Team
- Quality and Clinical Governance Team
- Veteran Voice Group and other Service User Groups
- Peer Support workers
- Family Support workers
- Northern Ireland HSE Trusts 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.

### **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.

**All Combat Stress staff are encouraged to 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 encouraged to provide proof of full vaccination as part of your pre-employment checks.**

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

**Updated for NI 23/03/2023**