**Job Description**

**Job title:** Senior Clinical Psychologist / CBT Therapist

**Directorate:** Operations

**Location:** As per contract

**Director reports:** Consultant Clinical Psychologist / CBT Therapist

**Accountable to:** Principal Clinical Psychologist

**Pay grade:** Band 8a

**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**

* Provide supervision with the Combat Stress hub.
* Clinically supervise and manage Band 7 psychologists/cognitive behavioural psychotherapists and trainees/assistants.
* Ensure that the workload of psychologists/cognitive behavioural psychotherapists is effectively managed in line with Job Planning expectations and as required by the regional Head of Operations
* 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.
* Monitoring and Managing the Psychological therapy waiting list

**Main Duties and Key Responsibilities**

**Management Responsibilities**

* To contribute to service planning, working closely with the Deputy Head of Operations for operational matters, and the Consultant Clinical Psychologist/Cognitive Behavioural Psychotherapist or Head of Psychological Therapies and where appropriate lead on specific projects/initiatives
* To ensure adherence to the strategic imperatives of the service within hub, and the performance and practice expectations of the regulatory body.
* 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
* Monitoring and Managing the Psychological therapy waiting list

**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 clinical advice and opinion to the psychological therapy 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 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 clinical supervision to 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 Consultant Clinical Psychologist 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 and receive regular clinical supervision in line with organisational policy to ensure consistent delivery of high-quality interventions
* To deliver Psychological therapy to veterans on the intensive treatment pathway when required.

**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 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 2018.
* 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 meaningfully empower veterans at all stages of the care process
* 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.

Key relationships

* Deputy Head of Operations
* Community Manager
* Consultant Clinical Psychologist
* Head of Psychological Therapies
* Consultant Psychiatrist
* Senior Psychological Therapists across Combat Stress
* Research Team
* Quality and Clinical Governance Team
* Other Veteran Mental Health Providers

**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 ongoing 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.

We reserve the right to ask you from time to time to undertake any other reasonable duties as required within this role and the workload will reflect the demand on the service taking into account capacity and risk.

Date revised October 2024

Signature of postholder

Print name

Date