

JOB DESCRIPTION

Job title:	Principal Clinical Psychologist/CBT Therapist
Directorate:	Clinical Services
Location:	Tyrwhitt House, Leatherhead
Reporting to:	Clinical Lead, England DOC and Head of Clinical Information
Direct reports:	8a Psychologist/CBT Therapists
Pay grade:	8b
Type:	Part-time, 22.5 hours per week fixed term contract – up to 12 months maternity cover

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 clinical and professional leadership for the psychological therapies team in the region, with the psychological therapy team staff located at the Combat Stress Treatment Centre/Hub.
- Contribute to the development and implementation of clinical interventions in the region, as a 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 psychological therapy team is effectively managed and that staff resources are used effectively
- Provide highly 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
- Clinically supervise Band 8a deputy, Band 7 psychologists/cognitive behavioural psychotherapists and trainees/assistants Provide expert psychological consultation for the inter-disciplinary team and lead on psychologically-informed treatment planning, development of a reflective team approach and trauma-informed services
 - Work closely with the Consultant Clinical Psychologist, South England 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 leading on training and consultation both internally and externally.

MAIN DUTIES AND KEY RESPONSIBILITIES

Management Responsibilities

- Work closely with the Clinical Lead 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 line management and clinical supervision to Band 8a and/or band 7 psychologists/psychotherapists.
- To attend and where appropriate chair interdisciplinary team (IDT) clinical meetings and local psychological therapies 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
- Work closely with the Clinical Lead and other Principal and Consultant psychologists/psychotherapists to deliver and 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 support the Clinical Lead to provide 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 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.
- 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 Clinical Lead.
- 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 support the Consultant Clinical Psychologist, South England in taking 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 support the Consultant Clinical Psychologist, South England in taking a lead in promoting and developing positive and productive/effective working relationships with other inter-disciplinary clinical teams across the UK.
- To provide professional and clinical supervision and line management 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

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 clinical work (e.g., individual, group & family interventions, practice of supervision) and work with other team members to this end.
- 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, England 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 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 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.

5 September 2025

Signature of postholder

Print name

Date
