**JOB DESCRIPTION**

**Job Title:** HOD Psychology Shipley

**Site:** Cygnet Shipley

**Salary:** £65000 - £70000, dependent on experience.

**Reporting to:** Hospital Director, Regional Psychologist, Director of Psychology North,

Cygnet Shipley is a 24 bed service comprising of two wards providing a specialist service for management of Eating Disorders, personality disorder and disordered eating for women aged 18 and over. The service will also provide treatment for individuals who have other co-morbid mental health problems, complex challenging behaviour and self-harm.

Previous experience of working therapeutically with eating disorders, personality disorders and complex mental health difficulties is essential. Experience of working within eating disorder services and having a background in DBT, Schema therapy, EMDR, CFT and ACT focused therapies is desirable. To lead the psychology team and be based on one of the therapeutic wards within the service.

You will be working as part of a MDT of clinicians and support staff where your work will be focused:

* To help understand, prevent and ameliorate psychological distress and disorder and improve the mental health, wellbeing and quality of life of the women admitted to the service
* To work within and to support the MDT of clinicians and support staff, providing a psychological assessment perspective and treatment as part of a care programme approach. The focus is on nurturing an enabling environment to deliver a clinical model, developed specifically to meet the needs of service users within an operational framework.
* To support the delivery of an interpersonally-oriented therapeutic milieu within the context of which specialist psychological intervention can be applied.

**Job Summary**

**Delivery of clinical services:**

* To provide specialist assessments and interventions as required. The psychology service is based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with the women. To provide clinical leadership for the psychology service across both clinical wards.
* To formulate and implement plans for the formal psychological treatment and/or management of mental health problems, based upon a conceptual framework and the service clinical model. To deliver evidence based interventions for personality disorder treatment.
* To support the future development of female specialised personality disorders services and disordered eating where required.
* To provide individual and/or group work as required.
* To work closely with other professionals to care plan and demonstrate outcomes for each individual
* To present and disseminate professional reports at forums such as CPA meetings, and support the wider team plan ongoing care plans.
* To actively contribute and deliver services through governance, audit, research and clinical administrative activities, collecting, collating and analysing data, writing and presenting reports and assisting in project development. To use IT equipment and software as required, including statistical and database spreadsheets. To contribute to group wide research projects
* To plan and organise teaching/training programmes and undertake and contribute to teaching and training activities as required.
* To participate in personal appraisal and continuing professional development activities as agreed with Psychology line manager, including general training required in accordance with the policies and procedures of Cygnet Healthcare
* To supervise Assistant Psychologists, qualified psychologists and other AHP’s in the provision of psychological assessment and treatment

 **Structure of Psychology Department**

Regional Psychology Director

Regional Psychologist

HOD Clinical/Forensic/Counselling Psychologist

Assistant Psychologist

Psychologist

Assistant Psychologist

**Key Communications and Working Relationships**

* To liaise with Assistant and Qualified Psychologists within the department and wider company, members of other disciplines and professionals responsible for the provision and evaluation of clinical care, research workers, first line operational managers, referral agencies, affiliated organisations, academic/educational and research departments, local education authorities

**Working Environment**

* The post holder will work with women who have a diagnosis of Eating Disorder, personality disorder with complex co-morbidity and disordered eating, who may display verbal aggression and abuse, and threats of physical aggression. It is further identified that the women may well present with severe forms of self-directed aggressive behaviours as well as presenting with other mental health problems. The working environment of the post holder may be pressurised, and the nature of the work can involve difficult working conditions of an emotionally demanding nature. The interpersonal challenges and dynamics posed by the clinical pathology of these women is acknowledged, and there is requirement for this to be contained within the setting. The post holder will be aware of these issues and take all appropriate measures to reduce the risk to themselves, the women, and Cygnet staff.

**Principal Duties and Responsibilities**

**Clinical:**

* Undertake assessments of psychological status and function, personality, beliefs, attitudes, behaviour, emotional function, other relevant psychological characteristics and dimensions and factors relevant to the development, maintenance and understanding of the person’s difficulties, using standardised psychometric instruments, protocol based assessment tools, self-report measures, rating scales, direct and indirect structured observations and structured and semi-structured interviews as required
* Utilise assessment techniques directly with individuals and collect information from family members and others involved in their care as appropriate
* Score, analyse, interpret and report on psychological assessments undertaken
* To provide psychological insight and knowledge around the clinical area and advise non-psychology staff on psychological principles and psychological understanding of behaviours displayed by individuals with disorder eating and it’s co-morbidity with other mental health difficulties
* Assist in the multi-dimensional formulation of the needs and presentation of individuals and in the planning and delivery of care plans involving the psychological treatment and/or management of their needs relating to their diagnosis, potential risks and social needs

* Be skilled in and effectively deliver appropriate models of therapy for the women displaying disordered eating in line with NICE guidelines and to further be proficient in facilitating appropriate models of therapy for working with personality disorder. For example, programmes using Dialectical Behaviour Therapy skills or other appropriate psychological interventions in line with NICE guidelines.
* Assist in the planning, development, co-ordination and delivery of therapeutic care plans, including for example, feeding and re-feeding support plans, assessment and management of aggression including self- directed aggressive behaviour, behavioural plans to manage difficult behaviours, group approaches to the management of stress, or anger, psycho-educational group approaches to the understanding and self-management of symptoms, and other protocol based group interventions
* Effectively communicate with all relevant people as appropriate
* Collaborate with other members of the MDT, and care staff in care reviews in the context of the Care Programme Approach and other relevant clinical systems

**Teaching, training, supervisory, consultative/advisory**

* Develop and provide programmes of staff training and assist in the planning and organisation of lectures and workshops
* Provide presentations on relevant areas within Cygnet Healthcare and to other members of the psychology service
* Provide support and advice to other members of the MDT (e.g. nursing, OT) using psychologically informed assessment methodologies and treatment interventions as part of a client’s agreed care plan
* Contribute to Psychology team peer support/departmental meetings, which focus on training and service development

**Policy, Service Development, Service/Resource Management, Recruitment and Professional Leadership**

* Design, implement and evaluate service development projects within the service as required
* Attend meetings in which service developments are planned and discussed, contributing information as appropriate and agreed with line manager and reporting back where necessary
* Supervise paid and Voluntary Assistant Psychologists and Trainee Psychologists attached to the service

**Research and Service Evaluation**

* Contribute to Research and Development activity in support of innovative and evaluative research programmes relevant to the needs of the service
* Design and implement audit and research projects including the use of appropriate statistical software and data packages
* Adhere to professional and ethical standards when conducting research and liaise with supervisor and the Psychology Department Research and Development Lead as appropriate

**Professional Development and Practice**

* Observe professional codes of practice of the BPS/HCPC, Cygnet Healthcare policies and procedures and terms and conditions of employment at all times
* Undertake actions necessary for CPD including keeping a contemporaneous record of CPD activities undertaken

**General Group Conditions and Expectations**

***Confidentiality***

* The post holder must ensure that the confidentiality of personal data remains secure and the terms of the General Data Protection Regulation and relevant Group policies are met in respect of information held

***This job description is indicative only and is subject to revision in the light of changing service demands, service priorities and other relevant circumstances and the post-holders personal appraisal. The post holder will be required to undertake any reasonable duties required for the efficient running of a professional clinical team focused on the care of vulnerable adults and may also be required to provide cover in other areas following appropriate discussion.***

**Job Description Agreement:**

**Post Holder Signature ……………………………………………………………………….**

**Name ……………………………………………………………………….**

**Date ……………………………………………………………………….**