**JOB DESCRIPTION**

**Job Title:** Clinical/Forensic/Counselling Psychologist

**Site:** Cygnet Heathers & Meadow Mews

**Salary:** £61,500

**Reporting to:** Hospital Manager, Regional Psychology Lead for West Midlands, Black Country, Regional Director of Psychology Services

**Job Summary**

To ensure the systematic provision and delivery of specialist neuropsychological clinical services at Cygnet Heathers and step down service Meadows Mews.

* To be responsible for the vision, planning and service development of the psychology service at, Cygnet Heathers and Meadows Mews.
* To oversee and co-ordinate the psychology service at Cygnet Heathers and Meadows Mews.
* To provide line management and supervision to the Assistant Psychologists on site
* To support Cygnet Heathers and Meadows Mews to implement the positive behaviour support approach to managing residents, including providing staff support and training and ensuring all residents at Cygnet Heathers and Meadows Mews have an up to date positive behaviour support plan that is reflective of their needs.
* To work closely with the wider Neuropsychiatric MDT staff at Cygnet Heathers. To provide innovative psychological thinking, perspective taking and clinical decision making.
* To complete and deliver complex psychological and neuropsychological assessments, formulations and intervention plans, carry their own caseload, co-ordinate joint MDT assessment and co-working where appropriate.
* To teach and support care staff and contribute to their Continued Professional Development at Cygnet Heathers and Meadows Mews
* To innovate reflective practice within Cygnet Heathers and Meadows Mews
* To lead on the service development at Cygnet Heathers and Meadows Mews
* The person must have up to date knowledge around various different psychological models applicable to this clinical population, and various models of team working for neuropsychiatric and neuro behavioural rehabilitation.
* To work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice.
* To lead and develop national audits, outcome measurement and analysis of key performance indicators for the Neuropsychology service at Cygnet Heathers and Meadows Mews. To regularly and actively manage performance against targets for Neuropsychology.
* To ensure systems are in place for the clinical supervision and support for Assistant Psychologists working into the neuropsychology service at Cygnet Heathers and Meadows Mews
* Provide reflective practice for all staff as appropriate.

**Key duties:**

**Clinical:**

1. To provide highly developed expert psychological/neuropsychological assessments of service users within the service areas set out in the Job Summary, based upon the appropriate use, interpretation and integration of highly complex data from a variety of sources including psychological tests, self-report measures, rating scales direct and indirect structured observations and semi-structured interviews with service users, family members and others involved in the service user’s care.
2. To formulate plans for the formal psychological/neuropsychological treatment and/or management of a service user’s psychological problems based upon an appropriate conceptual framework of the service user’s problems, and employing methods based upon evidence of efficacy, across the full range of care settings.
3. To be responsible for implementing a range of psychological interventions for individuals within and across teams employed individually and in synthesis, adjusting and refining psychological formulations drawing upon different explanatory models, and maintaining a number of provisional hypotheses.
4. To make highly skilled expert evaluations and decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual.
5. To provide expertise and specialist psychological advice, guidance and consultation to other professionals contributing directly to service user’s formulation, diagnosis and treatment plan.
6. To ensure that all relevant professions have access to a psychologically based framework for the understanding and care of adults with psychological problems, through the provision of advice and consultation and the dissemination of psychological knowledge, research and theory.
7. To provide psychoeducation, advice and support to service user’s relatives, family, and friends, as required. To communicate effectively with the service user, their family and all others involved in their care.
8. To undertake risk assessment and risk management for relevant individual service users and to provide both general and specialist advice for psychologists and other professionals on psychological aspects of risk assessment and management with particular reference to behaviours that challenge.
9. To communicate in a highly skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of service users under their care and to monitor and evaluate progress during the course of multi-disciplinary care.
10. To provide expertise and advice to facilitate the effective and appropriate provision of psychological care by other relevant professionals.

**Teaching, Training and Supervision:**

1. To ensure appropriate systems for the clinical and professional supervision of assistant psychologists and qualified psychologists for whom the post-holder has responsibility.
2. To provide specialist advice, consultation and training. To provide clinical supervision to other relevant professionals for their provision of psychologically based interventions to help improve service users’ functioning.
3. To continue to develop expertise in the area of professional pre- and post-graduate training and clinical supervision.

**Key Communications and Working Relationships**

To liaise with Assistant and Qualified Psychologists within the department, service 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 men who have received a mental health diagnosis who may display verbal aggression and abuse, and threats of physical aggression. It is further identified that the men may well present with 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 the men in the service 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 men, and Cygnet staff.

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

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

**Research and Service Evaluation**

1. Contribute to Research and Development activity in support of innovative and evaluative research programmes relevant to the needs of the service
2. Design and implement audit and research projects including the use of appropriate statistical software and data packages
3. 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**

1. Observe professional codes of practice of the BPS/HCPC, Cygnet Healthcare policies and procedures and terms and conditions of employment at all times
2. 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.***