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# JOB DESCRIPTION

## Senior Applied Psychologist – Band 8a

**Post Title:** Senior Applied Psychologist

**Department:**

**Location:**

**Directorate:**

**Band:** 8a

**Hours:**

**Contract Type:**

**Responsible to:**

### Job Purpose

- Accountable for own professional practice in the delivery of highly specialist psychological care to clients with highly complex mental health or learning disabilities which may include challenging behaviours.
- To be compassionate in meeting the needs of clients, their carers and families.



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- To promote at all times a positive image of people with mental health or learning disabilities.
- To promote at all times a positive image of the service and the wider Trust.
- In line with the banding of the post and its service context to:
  - Exercise supervisory/professional responsibility for other psychological therapists
  - Provide leadership in multi-disciplinary training and development
  - Provide leadership in service audit and development
  - provide leadership in service evaluation and research
  - Ensure that a psychological perspective is brought to service redesign and cultural change

### Main Duties/Responsibilities

#### 1.0. Clinical Responsibilities, Patient Contact

- 1.1. Provides highly specialist psychological assessment of clients with highly complex conditions based on the appropriate use, interpretation and integration of data from a variety of sources, which may include neuropsychological testing.
- 1.2. Responsible for recognising the potential for or signs of client harm, abuse or neglect, including poor clinical practice, reporting all such concerns and taking all reasonable steps to protect the client. Responsible for identifying and reporting concerns regarding the safeguarding of children who may be at risk.
- 1.3. Undertakes risk assessment and risk management for individual clients and provides specialist advice to other professionals on psychological aspects of risk assessment and risk management.
- 1.4. Formulates plans for highly specialist psychological therapy and/or management of clients' mental health conditions based upon an appropriate conceptual framework and evidence-based practice. Negotiates the implementation of such plans with clients and/or their carers.
- 1.5. Implements a range of highly specialist psychological therapies for individual clients, carers, families and groups, adjusting and refining psychological formulations as required.



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- 1.6. Undertakes highly skilled evaluations and makes decisions about treatment options.
- 1.7. Provides highly specialist psychological advice, guidance and consultation to other staff contributing directly to client's diagnosis, formulation and intervention plan.
- 1.8. Facilitates decision-making by planning and mapping processes/interventions with members of the team to determine the most appropriate treatment modality or service for clients.
- 1.9. To liaise with other professionals working within NHS, Social Inclusion and Health and the voluntary sector on matters relating to client care that have implications for the service.

### **2.0 Supervisory/Professional Responsibility**

- 2.1. Clinical supervision of Trainee Applied Psychologists and Assistant Psychologists.
- 2.2. Clinical supervision of Band 7 Applied Psychologists working within immediate area, under the guidance of Consultant Applied Psychologist
- 2.3. Will hold responsibility and accountability for their own actions, ensuring appropriate support and supervision is sought when required.
- 2.4. To keep abreast of current developments in this field through reading, attendance at appropriate training courses, and a range of other CPD activities, and to ensure that a log is kept of this in line with HCPC requirements.
- 2.5. To contribute, as appropriate, to the teaching offered on the local Applied Psychology training courses.

### **3.0 Multi-Disciplinary Training and Development**



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3.1. Provides highly specialist advice, guidance and consultation to other direct care staff in MDT

3.2. Provides clinical supervision to other direct care staff in MDT

3.3. Devises and delivers training to other staff in MDT

### 4.0 Service and Organisational Development

4.1. Planning and mapping interventions with members of the MDT to determine best treatments for groups of clients

4.2. Takes an active role in MDT delivery of CQUIN and QIP projects, NICE benchmarking and compliance requirements as required within MDT

### 5.0 Service Redesign and Cultural Change

5.1. Bring an understanding of psychological change processes to own role within MDT

5.2. Bring an understanding of psychological change processes to help MDT to cope with changes, in consultation with Consultant Applied Psychologist

### 6.0 Service Evaluation and Research

6.1. Take an active role in clinical audits as required within MDT

6.2. Undertake service evaluation and research in MDT



- 6.3. Develop proposals for research and service evaluation within MDT
- 6.4. Engaging multiple stakeholders in project work including service users and/or carers
- 6.5. Developing and implementing outcome monitoring within MDT
- 6.6. Supervise Applied Psychology trainee service evaluation and/or research
  - To undertake any other duties of a similar nature consistent with the responsibilities of this post in order to provide a quality CAMHS LD service.
  - A requirement of this post is that the post holder will participate in the Trust's on call rota. (Delete as appropriate)
  - To undertake any other duties of a similar nature consistent with the responsibilities of this post in order to provide a quality (insert) service.

### Trust Values

Employees, workers, and / or contractors will be expected to uphold the values of the Trust and exhibit the expected Trust behaviours aligned to the Trust's values. Individuals have a responsibility to ensure that they display the Trust values and behaviours in carrying out their job and that individuals feel able to challenge (or raise a challenge) when other colleagues' behaviours breach the spirit of Trust values.

### Confidentiality and Data Protection

Staff are to familiarise themselves with the Employer's data protection policy when this is available, which sets out its obligations under the General Data Protection



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Regulation, the UK Data Protection Act 2018 and all other data protection legislation. You must comply with the Employer's data protection policy at all times and you agree that you will only access the systems, databases or networks to which you have been given authorisation and only for the purposes of your work for the Employer. The Employer will consider a breach of its data protection policy by you to be a disciplinary matter which may lead to disciplinary action up to and including summary dismissal. You should also be aware that you could be criminally liable if you disclose personal data outside the Employer's policies and procedures. If you have any queries about your responsibilities in respect of data protection you should contact the Employer's Data Protection Officer.

### Data Quality

The post holder should ensure any data/information prepared for either internal or external analysis is 'fit for purpose' i.e. that it is accurate, valid, reliable, timely, relevant and complete.

### No Smoking

The Trust has a no smoking policy. Smoking is not allowed on any Trust premises.

### Health and Safety

The post holder will take personal responsibility for any Health & Safety issues and obligations under the Health & Safety at Work Act. The post holder should also be aware of and comply with other relevant legislation and policies e.g. Fire Regulations.

### Clinical Governance

All employees are required to actively contribute towards the Trust's clinical governance systems, taking responsibility as appropriate for quality standards, and work towards the continuous improvement in clinical and service quality.

### Infection Prevention & Control

Infection prevention & control is everybody's responsibility, it is a requirement for all Trust staff to comply with all Trust infection control policies and procedures.

- All Trust staff should ensure that they fulfil their responsibilities for infection prevention and control, that they provide leadership where appropriate in infection control matters and that they challenge poor infection control practice in their workplace.
- All staff must adhere to the Trust's Hand Decontamination Policy



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- All staff are expected to behave in a manner which protects patients, public and colleagues from infection risks within the scope of their role.
- All staff should have infection control training at induction and annual infection control updates as required.
- All clinical staff will have annual infection control objectives set and these will be reviewed at appraisal.

### Safeguarding Adults

Safeguarding is 'Everybody's Business'. It means protecting people's health, well-being and human rights. It includes protecting their rights to live in safety, free from abuse and harm; taking their views, wishes, feelings and beliefs into account. In the West Midlands, the main statutory agencies work together to promote safer communities, to prevent harm and abuse and to deal with actual or potential when concerns arise. These Organisations which include Black Country Healthcare NHS Foundation Trust work together to achieve these outcomes by working within the Safeguarding Adults multi-agency policy and procedures for the West Midlands and adhering to the local Safeguarding Adult policy and procedures. Staff can contact the Trust Named Nurses for Safeguarding Adults or a member for advice and support if they have concerns. It is an employee's responsibility to comply with all current legislation and relevant Safeguarding training as breaches may lead to an employee being subject to disciplinary action.

### Safeguarding Children

All members of staff have a responsibility to ensure that children and young people are safe from abuse or harm. Employees must comply with Local Safeguarding Board Child Protection Policy and Procedures and Black Country Healthcare NHS Foundation Trust Safeguarding Children Policy. Staff can contact the Trust Named Nurses for Safeguarding Children or a member for advice and support if they have concerns. It is an employee's responsibility to comply with all current legislation and relevant Safeguarding training as breaches may lead to an employee being subject to disciplinary action.

### Professional / Managerial Codes of Practice

The post holder is expected to abide by the relevant codes of practice of the registering body for healthcare professionals, and, where applicable, the NHS Code of Conduct for managers.

### Policies and Procedures

The post holder is required to abide by all policies and procedures of the Trust.

### Pandemic / Other Emergencies



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In the event of a pandemic being declared, the post holder may be required to adjust their days of work, hours of attendance, work base, and duties to support the delivery of services.

## Job Description

This document is not intended to be an exhaustive list. Other duties, responsibilities and work base appropriate to this role / grade, may also be required. The manager will discuss this with the post holder where necessary.

**Post Holder's Signature:**

**Date:**





## Person Specification

**Job Title:** Senior Applied Psychologist

**Band:** 8a

**Department:**

**All candidates will be considered on their ability to meet the requirements of this person specification.**

E = Essential criterion for the role      D = Desirable criterion for the role.

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Attributes/Skills	Key Requirements	Criteria E/D
<b>Education/Qualifications</b>	<ul style="list-style-type: none"> <li>• Post-graduate doctoral level training in applied Psychology (or its equivalent) as accredited by the BPS including models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology.</li> <li>• Post-doctoral training in one or more additional specialised areas of psychological practice</li> <li>• HCPC registration as an Applied Psychologist with Chartered Status</li> <li>• Trained in clinical supervision and the supervision of doctoral trainees</li> <li>• Evidence of continuing professional development</li> <li>• Registration with BPS</li> </ul>	<p><b>E</b></p> <p><b>E</b></p> <p><b>E</b></p> <p><b>E</b></p> <p><b>E</b></p> <p><b>E</b></p> <p><b>D</b></p>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Working as a qualified applied psychologist within the designated service including a wide variety of client groups, across the whole life course and a range of clinical severity across a range of care settings.</li> <li>• Exercising full clinical responsibility for clients' psychological care as a care coordinator within the context of a</li> </ul>	<p><b>E</b></p> <p><b>E</b></p>



## Person specification – SENIOR APPLIED PSYCHOLOGIST

	<p>multidisciplinary team.</p> <ul style="list-style-type: none"> <li>• Teaching, training, consultancy and clinical supervision and field supervisor for doctoral theses.</li> <li>• Research and development</li> <li>• Quality and service improvement and evaluation.</li> <li>• Experience of joint working with statutory, voluntary and private sector agencies</li> </ul>	<p><b>E</b></p> <p><b>E</b></p> <p><b>E</b></p> <p><b>D</b></p>
<b>Knowledge</b>	<p>Knowledge of:</p> <ul style="list-style-type: none"> <li>• Evidence-based practice relevant to the role</li> <li>• Risk assessment and risk management</li> <li>• Clinical governance</li> <li>• Knowledge of legislation in relation to the client group and mental health</li> <li>• Audit and research methodology</li> <li>• Social inclusion agenda</li> </ul> <p>Knowledge of:</p> <ul style="list-style-type: none"> <li>• The Trust's Quality Improvement System</li> </ul>	<p><b>E</b></p> <p><b>E</b></p> <p><b>E</b></p> <p><b>E</b></p> <p><b>E</b></p> <p><b>E</b></p> <p><b>E</b></p>
<b>Skills/Personal Qualities</b>	<p>Must be able to:</p> <ul style="list-style-type: none"> <li>• Communicate highly complex and highly sensitive information effectively, to a wide range of people</li> <li>• Adapt creatively the evidence base for the interventions relevant to the client group (define)</li> <li>• Provide effective teaching, training, consultancy and clinical supervision for the multidisciplinary team</li> <li>• Work effectively as part of a multidisciplinary team and undertake care co-ordination/lead practitioner responsibilities</li> <li>• Undertake complex multiagency working and liaise with multiple systems</li> <li>• Utilise psychometric tests competently</li> <li>• Identify, provide and promote</li> </ul>	<p><b>E</b></p> <p><b>E</b></p> <p><b>E</b></p> <p><b>E</b></p> <p><b>E</b></p> <p><b>E</b></p> <p><b>E</b></p>



## Person specification – SENIOR APPLIED PSYCHOLOGIST

	<p>appropriate interventions / means of support for carers and staff exposed to highly distressing situations and challenging behaviours</p> <ul style="list-style-type: none"> <li>• Utilise appropriate clinical governance mechanisms within own work</li> <li>• Demonstrate effective keyboard skills</li> <li>• Utilise multimedia materials for presentations in professional, academic and public settings</li> <li>• Able to work in accordance with the Trust Values and Behaviours</li> <li>• Able to engage with vulnerable people and work effectively in highly distressing and challenging circumstances</li> <li>• Respects and has awareness of the advantages of joint working with other experienced professionals in a multidisciplinary setting</li> <li>• Able to work flexibly and co-operatively as part of a team</li> <li>• Able to use own initiative and make decisions independently</li> <li>• Committed to continual quality and service improvement</li> <li>• Self-aware and committed to professional and personal development. Able to accept and respond positively to feedback from supervision</li> </ul>	<p>E E E E E E E E E E</p>
<p><b>Trust Behaviours</b></p>	<ul style="list-style-type: none"> <li>• Be compassionate, empathetic and caring to everyone</li> <li>• Enable yourself and others to act with confidence and authority in order to achieve the best outcome for everyone</li> <li>• Work with others. Be inclusive by understanding and valuing others to achieve the best results for everyone and everything we do</li> <li>• Act with transparency and honesty, respect and value others to do the right thing at the right time for everyone</li> </ul>	



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