

JOB DESCRIPTION

Job title	Clinical Lead
Sector/Function	
Department	
Reports to	Operations Manager/National Clinical Therapies Lead
Grade	5

Job purpose	<p>To continue to design, shape and implement the Improving Access to Psychological Therapies Rightsteps Service. This post will carry considerable responsibility by ensuring national IAPT guidelines are adhered to in line with the national IAPT programme, targets are achieved and that the clinical governance arrangements are in place. The Clinical Lead will provide clinical leadership for the team, ensure high quality interventions are offered, provide regular clinical supervision, case management and line management encouraging reflective practice, provide training to the team and support all internal and external audits and inspections.</p>
Key accountabilities	<p>Main Duties and Responsibilities</p> <p>To ensure the systematic provision of high quality psycho-social interventions, including IAPT compliant treatment interventions including counselling are offered through 1:1 work and groups to clients and delivered throughout the service.</p> <p>To work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice within the service/team and to ensure that systems are in place and working effectively for the clinical and professional supervision and support of all therapists and counsellors (both qualified and unqualified) within the service for which the post holder has designated professional responsibility, including clear systems for effective recruitment, professional appraisal, and the identification of CPD needs across the service.</p> <p>A major requirement of the job will be to carry out audit, policy and service development and research activities and/or programmes.</p> <p>To propose and implement policy and service development changes within the area served by the team/service.</p> <p>To be involved in the development of new business / services as required</p> <p>Clinical</p> <p>To provide highly developed specialist psychological assessments of clients based upon appropriate use, interpretation and integration of 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 clients, other professionals, family members and others involved in the client care.</p> <p>To formulate plans for the formal psychological treatment and/or management</p>

	<p>of a client relationship and barriers to well-being based upon an appropriate conceptual framework of the client problems, and employing methods based upon evidence of efficacy.</p> <p>To be responsible for implementing a range of psychological interventions for individuals, carers, families and groups, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.</p> <p>To make highly skilled 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, family or group.</p> <p>To exercise full responsibility and autonomy for the treatment of and discharge of clients whose problems are managed as a psychologically based standard care plan, ensuring appropriate assessment, formulation and interventions, communicating with others involved with the care on a regular basis.</p> <p>To provide expertise and specialist psychological advice, guidance and consultation to other professionals contributing directly to client's formulation, diagnosis and treatment plan.</p> <p>To ensure that all members of the clinical team have access to a psychologically based framework, with particular reference to IAPT specific framework requirements for IAPT projects, through the provision of advice and consultation and the dissemination of psychological knowledge, research and theory.</p> <p>To undertake risk assessment and risk management for relevant individual clients and to provide both general and specialist advice for therapists, counsellors and other professionals on psychological aspects of risk assessment and risk management.</p> <p>To communicate in a highly skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor and evaluate progress during the course of both uni and multi-disciplinary care.</p> <p>To provide expertise and advice to facilitate the effective and appropriate provision of psychological care by all members of the team.</p> <p>To provide expert consultation about the psychological care of the client group to staff and agencies outside the organisation, as appropriate.</p> <p>To provide clinical supervision, case management and line management to members of the team in line with professional/national standards</p> <p>To perform regular professional appraisals of staff within the service and to work jointly with the Operations Manager to provide feedback about all staff.</p>
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	<p>Assess and integrate issues surrounding work and employment and other areas of life that impact on an individual's well-being (e.g. relationships, finances, housing and self esteem) into the overall therapy process</p>
	<p>Training and Supervision</p> <p>To undergo training as required to meet service developments/ specification, such as IAPT requirements</p> <p>To meet regularly with members of the team on an individual basis and to meet regularly with the team for training and supervision as per IAPT guidelines.</p> <p>To ensure, facilitate and co-ordinate the efficient use of supervisory and training resources for the development of therapists in the service.</p> <p>To support and offer training to other services in Turning Point, particularly IAPT services and clinical/psychological services</p>
	<p>Professional</p> <p>Ensure the maintenance of standards of practice according to the employer and any regulating, professional and accrediting bodies (e.g. BPS, UKCP, BACP and BABCP), and keep up to date on new recommendations/guidelines set by the department of health (e.g. NHS plan, National Service Framework, National Institute for Clinical Excellence).</p> <p>To independently maintain registration as professionally relevant and maintain accreditation with the BABCP.</p> <p>To ensure the development, maintenance and dissemination of the highest professional standards of psychological practice in the service.</p> <p>To take a leading role in monitoring and evaluating the service by initiating, designing and undertaking/supervising clinical related research and evaluation projects.</p> <p>Ensure that client confidentiality is protected at all times.</p> <p>Be aware of, and keep up to date with advances in the spheres of CBT and other agreed psychological therapies.</p> <p>Attend clinical/managerial supervision on a regular basis as agreed with the Operations Manager.</p> <p>Participate in individual performance review and respond to agreed objectives.</p> <p>Keep up to date all records in relation to continued professional development (CPD) and ensure personal development plan maintains up to date specialist knowledge of latest theoretical and service delivery models/developments.</p>

	<p>Attend relevant conferences / workshops in line with identified professional objectives.</p> <p>To maintain and develop IT skills appropriate to the demands of the post.</p>
	<p>Advisory / Liaison</p> <p>Provide an advisory service on matters related to the practice and delivery of Cognitive Behavioural Therapy and other psychological interventions to individuals/groups/committees across the Mental Health Trust, Primary Care Trust, Secondary Care Trust and other voluntary agencies.</p> <p>Promote and maintain links with Primary Care and Secondary Care Staff to help co-ordinate the provision of an effective Psychological Therapies Service.</p>
	<p>General</p> <p>To contribute to the development of best practice within the service.</p> <p>To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to Mental Health and Primary Care Services.</p> <p>All employees have a duty and responsibility for their own health and safety and the health and safety of colleagues, patients and the general public.</p> <p>All employees have a responsibility and a legal obligation to ensure that information processed for both patients and staff is kept accurate, confidential, secure and in line with the Data Protection Act (1998) and Security and Confidentiality Policies.</p> <p>It is the responsibility of all staff that they do not abuse their official position for personal gain, to seek advantage of further private business or other interests in the course of their official duties.</p> <p>This Job Description does not provide an exhaustive list of duties and may be reviewed in conjunction with the post holder in light of service development.</p> <p>Turning Point is committed to valuing and promoting diversity in employment, service delivery practices and its' general environment. An expectation of all posts within Turning Point is that each individual will take responsibility for promoting open, inclusive and accessible service provision, staff development and a culture that values and respects difference.</p> <p>Turning Point's model 'Rightsteps' is designed to support 'Working for Well-being' and provides an integrated health and social care service for clients. This approach embeds the notion of well-being and recovery and promotes personal responsibility for lifestyle choices, risk taking and self- management of mental well-being.</p> <p>The post holder will work with people with different cultural backgrounds and ages, using interpreters when necessary and should be committed to equal</p>

	opportunities

Dimensions	Direct reports	
	Total staff overseen	
	Internal contacts	
	External contacts	
	Planning outlook	
	Problems solved	
	Financial authority	

PERSON SPECIFICATION

Job title	Clinical Lead
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Personal effectiveness	Essential	Desirable
	<p>A commitment to, and demonstration of, the values of Turning Point personally and from a leadership behaviours perspective</p> <p>An ability to interact effectively with staff from all disciplines.</p> <p>An ability to interact with people with acute distress and/or mental ill health.</p> <p>Ability to work independently, reliably and consistently with work agreed and managed at regular intervals.</p> <p>An interest in working with issues that affect individuals' well-being and adopt a recovery approach.</p>	<p>Personal experience of using health and social care services, through friends family or themselves. This may include counselling.</p>

Technical effectiveness	Essential	Desirable
	<p>Able to lead the clinical direction of a service and make decisions and judgements about the best possible way forward.</p> <p>Full range of skills and competencies as laid out in the competence framework</p>	<p>Completed clinical audits within a service</p> <p>Experience of leading and carrying out research projects</p>

	<p>for CBT (Roth and Pilling 2007)</p> <p>Computer literate</p> <p>Excellent verbal and written communication skills</p> <p>Has received training (either formal or through experience) and carried out risk assessments within scope of practice</p> <p>Excellent understanding of issues surrounding clinical risk</p> <p>Able to develop good therapeutic relationships with clients</p> <p>Able to develop good professional relationships with staff and partners.</p> <p>Trained in provision of supervision for CBT</p> <p>Demonstrates an understanding of anxiety, depression and well-being issues how it may present in Primary and Secondary Care</p> <p>Demonstrates an understanding of the national IAPT service and how it links with governmental objectives</p> <p>Demonstrates a knowledge of the issues surrounding work and other social factors the impact it can have on mental health / benefits & employment systems</p> <p>Knowledge of medication used in anxiety and depression and other common mental health problems</p> <p>Demonstrates an understanding for the need to use evidence based psychological therapies and how it relates to this post</p> <p>An understanding of psychological and social interventions applied to common mental health problems</p>	
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Acquired experience & qualifications	Essential	Desirable
	<p>Masters in Cognitive Behavioural Therapy or working toward / willing to work towards if holds a Post Graduate Diploma In Cognitive Behavioural Therapy</p> <p>BABCP accredited.</p> <p>Delivering and coordinating psychological services</p> <p>Experience of leading a mental health service where multi- disciplinary working was embraced as part of service delivery</p> <p>Experience of working in either Primary or Secondary Care Services</p> <p>Expertise and knowledge across the spectrum of an IAPT service</p> <p>Experience of providing clinical supervision and case management</p> <p>Experience of providing line management</p> <p>Ability to meet agreed/specified service targets</p> <p>Ability to manage own caseload and time</p> <p>Demonstrates high standards in written communication</p> <p>Able to write clear reports and letters to referrers</p> <p>Experience of developing and implementing new models of service delivery including new business</p> <p>Able to attend supervision training as part of on-going Continuing Professional Development</p>	<p>HCPC registration as a Practitioner Psychologist</p> <p>Doctorate in Clinical Psychology or equivalent</p> <p>Worked in a service where agreed targets in place demonstrating clinical outcomes</p>

	Good record of Continuing Professional Development and willingness to continue this	
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Other requirements	Essential	Desirable
	<p>High level of enthusiasm and Motivation.</p> <p>Advanced communication skills</p> <p>Ability to lead a team and foster good working relationships</p> <p>Ability to provide and use clinical supervision and personal development positively and effectively</p> <p>Ability to work under pressure</p> <p>Regard for others and respect for individual rights of autonomy and confidentiality</p> <p>Ability to be self reflective, whilst working with service users, & in own personal and professional development and in supervision</p> <p>The ability and skills to act as an advocate for a new service, to engage and foster good professional relationships with all health professionals in promoting the good integration of this service with the wider health care system</p>	<p>Car driver with ability and willingness to travel to locations throughout the organisation</p> <p>Fluent in languages other than English</p>