**JOB DESCRIPTION**

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| **Job title** | Clinical / Counselling / Forensic Psychologist |
| **Sector/Function** | Mental Health |
| **Department** | Complex Emotional Needs (CEN) service – Nottingham  |
| **Reports to** |  |
| **Grade** |  |

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| **Job purpose** | To support the implementation of the Complex Emotional Needs (CEN) service and the provision of evidence-based psychological interventions and support to individuals with difficulties often associated with a Personality Disorder diagnosis.To provide clinical guidance and specialist psychological knowledge to support the service in the provision of specialist assessment, risk assessment and risk management plans and the delivery of a high quality, evidence and skills-based programme aimed at supporting individuals accessing the service. To offer clinical guidance, supervision, and training to a team of Assistant Psychologists and Peer Support Workers and where helpful, offer clinical formulation and consultation to teams to enable individuals to access more specialist support options (where appropriate), including Structured Clinical Management (SCM), and Mentalisation Based Therapy (MBT) (offered externally). To work in line with regulatory and professional body guidance and policy. To inspire the teams and have an inclusive and participatory management style. |
| **Key accountabilities** | Service delivery: To ensure robust governance and systematic provision of high quality, and evidence based psychosocial interventions and support to all service users. To ensure individual and group skills sessions are delivered to a high quality throughout the service.To support the service in the provision of comprehensive psychological assessments of service users based upon appropriate use, interpretation, and integration of complex data from a variety of sources including self-report measures, rating scales, direct and indirect structured observations and semi- structured interviews with clients, other professionals, family members and others involved in their care. To work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological and psychosocial practice within the service. To ensure that systems are in place and working effectively for the clinical/professional (Assistant Psychologists) and practice (Peer Support Workers) supervision and support 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.  To liaise with other professionals, providing a client-centered formulation approach across the organization and local agencies and organizations, including NHS colleagues and other voluntary agencies.To ensure that all members of the team have access to a psychologically based framework through the provision of advice and consultation and the dissemination of psychological knowledge, research, and theory. Work with the national psychology team to coordinate and/or deliver training in substance use and mental health related areas locally (and nationally or across specialisms), where required.To assess and integrate issues surrounding work and employment, housing, finances, and other areas of life that may impact on individuals’ well-being into the overall therapy/treatment process. To promote and maintain links with Primary Care and Secondary Care Staff to support access to the provision of appropriate interventions and support, including Structured Clinical Management (SCM), and Mentalisation Based Therapy (MBT), where needed.  To work with the national psychology team, contributing to service developments and supporting the governance of psychosocial interventions across the organization, where required.  |
|  | Service and Business Development:Developing and coordinating professional links with other statutory and voluntary service providers, ensuring a corporate approach is adopted. Assisting in establishing formal communication / support / education structures for statutory and voluntary service providers throughout the Local area.Ensuring the service and the wider organization of Turning Point is represented in a professional manner at all times.Proactively contributing to continuously improving services by making psychologically informed suggestions, providing constructive feedback, and assisting in the implementation of agreed new ways of working. Ensuring day-to-day delivery of service provision embeds and extends Turning Point’s person-centered approach. Meeting agreed performance targets and outcomesSupporting service and other managers in service developments as required.Supporting organizational developments, such as information, consultation and/or review for tenders or business developments. To support managers in the compilation of Service Business Plans, where required. To adhere to and encourage other staff members to work to Service Business plans. |
|  | People Management: To provide clinical and practice supervision to other members of the team in line with professional/national standards. This will include Assistant Psychologists (clinical supervision) and Peer Support Workers (practice supervision) and may include placement therapists from local training courses.  To perform regular professional appraisals of staff within the services. To link service and organizational objectives to individual objectives through supervision and appraisals. Allocating work to team members. Overseeing the completion of tasks in a timely and effective manner. Ensuring that required quality standards are met. Encouraging a participative style and an environment of continuous improvement. Supervising other members of the team in line with Turning Point Policy and national policy. Coaching and mentoring team members well to undertake tasks effectively. Undertaking return to work interviews after absence, liaising with the service manager regarding areas of concern. Inducting new employees and liaising with service manager regarding probationary period reviews. Under guidance undertaking requirements of the performance management system liaising with the service manager regarding the level of performance and competency of team members. |
|  | Health and Safety and Risk Management: All employees have a duty and responsibility for their own health and safety and the health of safety (H&S) of colleagues, patients, and the general public. Ensuring a safe working environment for self, and where appropriate, the team Ensuring good standard of housekeeping is maintained with own area Complying with all H&S policies and procedures including Serious Untoward Incidents and Accident reporting.  To support the service in the provision of effective risk assessment and risk management for service users and provide both general and specialist advice on psychological aspects of risk assessment and risk management. Work proactively to safeguard children and vulnerable adults.  To undertake any other duties reasonably requested by the line manager |
|  | Quality: Ensure the maintenance of standards of practice according to the employer and any regulating, professional and accrediting bodies, e.g. HCPC, BPS, 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, Prison Service Standards etc. To take a leading role in monitoring and evaluating the service by initiating, designing, and undertaking/supervising service-related research and evaluation projects. Participating and utilizing management information and data collection systems as appropriate. To contribute to the development of best practice and continuous service within the services. To carry out audit, policy, service development and research activities and/or programs. To support the service manager and drive the collation of information for audits and inspections, including Turning Point’s Internal Quality Assessment Toolkit (IQAT), and other audits/inspection, as required. Ensuring record keeping is maintained effectively to the required standard at all times and contributing to service monitoring requirements. |
|  | Compliance: To independently maintain registration with the Health and Social Professions Council (HCPC) and to meet all requirements associated with the role of a Psychologist Practitioner as specified therein. 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. To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to Mental Health, Substance Use, and Primary Care Services. 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. |
|  | Finance To provide accurate information for expenses claims, including credit card submissions if required. To use Turning Point’s financial policies and procedures, such as central procurement processes when required. |