



Outcomes
First Group

Job Description – Clinical Psychologist

Job Title: Clinical Psychologist

Location: The post is located within a designated hub and the post holder is required to ensure their role delivery and activity meets the agreed expectations of the Clinical and Wellbeing Locality Lead /Regional Head of Children's Wellbeing and Clinical Services

Reports to: Clinical and Wellbeing Locality Lead

OFG Wellbeing Strategy

The Wellbeing Strategy embeds a culture of positive wellbeing for all staff throughout the Outcomes First Group care, education and fostering services. The strategy uses the image of a rainbow to highlight the different wellbeing responsibilities throughout all the OFG job roles and specifically defines clinical input into universal, enhanced and specialist domains.

The Wellbeing Rainbow ensures that the needs of the children and young people who live and learn with OFG are met, whilst supporting the staff teams and foster carers with clinical advice, training and reflective practice. The Wellbeing Rainbow recognises the strength of inter-disciplinary working and our robust system of clinical governance ensures that all the clinical assessments and interventions are informed by the most current research theory and evidence base.



Job Description – Clinical Psychologist

Job Purpose:

To be a member of a multi-disciplinary team supporting the delivery of high quality service provision within the Wellbeing and Clinical services. To work as an applied practitioner undertaking all aspects of Clinical Psychology duties contributing to the assessment and intervention plans for the specific client group.

Key Stakeholders:

- Other staff within the Clinical Team
- Staff in other departments within the Hub
- Central Office Staff
- The Relatives, advocates and others of the children, young people and young adults we support
- Placing Authorities and Service Providers
- Registration, Regulatory and Inspection bodies
- Local Services – Statutory, Voluntary and Community ☐ Neighbours

Key Responsibilities:

Clinical

- To offer a specialist systematic Clinical Psychology service in the specified geographical area.
- To provide an advanced and specialist assessment, formulation and intervention role in the service using relevant and specialist Clinical Psychology approaches. To make decisions about intervention options taking into account relevant evidence based research, theory, practice and highly complex factors concerning historical and development processes which have shaped the specific client group and their families.
- To offer regular clinical supervision as appropriate to peers, trainees, Assistant Psychologists and colleagues within the service's multi-disciplinary team.
- To model standards of best practice in line with Care Quality Commission outcomes and the principles of Clinical Governance within professional regulations and standards of behaviour as detailed within the British Psychological Society Code of Conduct and relevant Health & Care Professions Council documentation.
- To formulate plans for the intervention, management and support of the specific client groups based on psychological understanding; that employs evidence based practice and that are integrated into the overall education, care and treatment plans.
- To provide specialist expertise in Clinical Psychology principles and techniques through advice, supervision and consultation to other members of staff.

Job Description – Clinical Psychologist

- To work with own caseload and to provide specialist assessment and intervention, under the supervision of the Locality Lead.
- To undertake direct intervention with service users.
- To provide specialist advice, consultation, teaching and training within the service and to external agencies.
- To participate in the process of the assessment of referrals.
- To be responsible for monitoring and evaluating risk to/from the specific client group within own caseload and during advice and consultation offered to others.
- To attend and contribute, as a specialist clinician, to multi-disciplinary and multi-agency meetings as appropriate and when required.
- To work as a key member of the multi-disciplinary team this encompasses the education, residential and clinical services.
- To ensure appropriate liaison with professionals from external agencies in relation to shared cases, including agencies working with the specific client groups and their carers.
- To communicate and share information in a highly skilled and sensitive manner with young people, families, other professionals and agencies using the highest levels of interpersonal skills in situations which are likely to be highly emotive and sometimes confrontational.
- To ensure that all members of the team have access to a Psychological based framework for the understanding and care of clients, through advice and consultation, clinical supervision and the dissemination of knowledge, research and theory.
- Ensure that standards of excellence are maintained, especially in relation to Psychological Interventions for the individuals within the designated services.
- To participate in the evaluation of clinical work.
- To contribute to the development of best evidence based practice within the service. To exercise professional responsibility based on the Code of Professional Conduct and Ethics of the relevant Psychological professional body, namely the British Psychology Society (BPS).
- To maintain the highest standards of clinical record keeping and Psychological report writing.

Teaching, Training and Supervision

- Under supervision, to support and deliver training to other members of care and education staff
- Participate in the staff appraisal scheme and be responsible for complying with your agreed personal development programmes to meet set knowledge and competencies
- Be an active member of the service's training programme by attendance at, and participation in, service training programmes, tutorials, individual training sessions, workshops and seminars
- To provide presentations, training, advice and consultations to other agencies, as appropriate.
- To provide clinical and professional supervision to other professionals and clinicians as required.
- To continue to develop expertise in the area of professional post-graduate training and clinical supervision.

Policy and Service Development

Job Description – Clinical Psychologist

- To keep up to date knowledge of legislation, national and local policies and issues
- To support the Clinical and Wellbeing Locality Lead in contributing to the senior operational management team/s, to promote, support, initiate, implement and evaluate agreed service developments and projects, drawing on the analysis of needs, using evidence based evaluation of outcomes and following best practice guidance
- To participate in multi-disciplinary meetings and generate written protocols and policies concerned with the delivery and development of clinical services by providing a psychological perspective, following evidence based and good practice
- To be responsible for the prudent efficient and effective use of equipment and resources

Administrative and IT

- To support the organisation, co-ordination and minute taking of internal case conferences and other meetings as required
- Distribution of psychological and other reports and any other relevant documentation □
Management of clinical files
- To be competent in the use of basic IT packages such as Microsoft Word and Excel
- To develop a skill base in the administration and analysis of a range of packages as required
- To maintain the highest standards of clinical record keeping including electronic data entry and recording, report writing

Research and service Evaluation

- To contribute to the measurement and evaluation of work and current practices with the use of evidencebased practice projects, audit and outcome measures either individually or with more senior practitioners
- To contribute to relevant research as agreed with the Psychologist
- Planning and implementing systems for the evaluation, monitoring and development of the service

General

- Ensure awareness that the service operates to agreed budgets and contribute to keeping within these budgets as instructed
- Exercises vigilance in respect of Health and Safety and promptly report all hazards and/or remedying them where appropriate. Undertake all duties in a manner calculated to minimise or avoid unnecessary risks, personally or to others
- Operates at all times in accordance with company policies and procedures, with particular reference to Safeguarding, Child Protection, Whistleblowing, Complaints and Representations and Behaviour Policies
- To actively participate in internal and external CPD training and development programmes
- Participate in team meetings, supervisions and annual reviews in accordance with Company policy and the standards set by the Regulatory Body

Job Description – Clinical Psychologist

- Work to promote the centre as a valued, professional asset within its community and also to promote a culture that individuals and staff conduct themselves at all times in a manner that reinforces this image
- Ensure that all actions are in the interests of the people we support and the Company
- To work to and exhibit the values of the Company and maintain standards of behaviour in accordance with Company policies, procedures and practices
- To carry out any other reasonable and relevant duties as required
- To utilise theory, evidence based literature and research to support evidence based practice

Managing own Performance and Development

- Being aware of and complying with policies and procedures relating to safeguarding, child protection, health, safety and security, confidentiality and data protection, and reporting all concerns to an appropriate designated person
- Contributing to the overall ethos/work/aims of the company
- Appreciating and supporting the role of other professionals
- Attending relevant meetings as required
- Participating in training and performance management as required
- Achieve challenging professional goals
- Take responsibility for your own professional development

Health and Well-Being

- Be aware of the current legal requirements, national policies and guidance on the safeguarding and promotion of the well-being of children and young people
- Know how to identify potential abuse or neglect and follow safeguarding procedures
- Know how to identify and support children and young adults whose progress, development or well-being is affected by changes or difficulties in their personal circumstances, and when to refer them to colleagues for specialist support

Team Working and Collaboration

- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them

The above serves as a guide and is not exhaustive; all professional staff are expected to undertake other duties and projects as may be reasonably required by their Line Manager / Clinical Wellbeing Lead / Regional Head of Wellbeing and Clinical Services or Head of Service/Principal/Head teacher/ Head of Care / Regional Director. You will be working as part of a friendly team and may be asked to provide extra support during busy periods, working together in a mutually supportive way towards shared priorities.

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I have read through the job description and agree to perform the duties as outlined above

Job Holder's signature

Name: _____

Signed: _____

Date: _____

Signed on behalf of the OFG Group

Name: _____

Title: _____

Signed: _____

Date: _____



Job Description – Clinical Psychologist

Person Specification

Experience	Essential	Desirable
• Relevant experience of working as a qualified Psychologist	✓	
• Experience and skills in clinical psychology assessment and therapeutic work	✓	
• Experience of representing clinical psychology within the context of multidisciplinary and multi-agency intervention and care	✓	
• Experience of working with the specific client group with recognised mental health disorders	✓	
• Experience of audit and research	✓	
• Experience of teaching and training	✓	
• Experience of receiving professional supervision	✓	
<input type="checkbox"/> Experience of working as part of a multi-disciplinary team	✓	

Skills, Knowledge and Aptitudes

- | | | |
|--|---|--|
| • Doctoral level knowledge of clinical psychology including highly developed knowledge of lifespan developmental psychology, models of psychopathology, clinical psychometrics and neuropsychology and one or more distinct psychological therapies. | ✓ | |
| • Skills in use of complex methods of psychological assessment intervention and management | ✓ | |
| • High level ability to communicate effectively, both written and verbal, highly technical and clinically sensitive information | ✓ | |
| • Ability to maintain a high degree of professionalism in the face of highly emotive individuals | ✓ | |
| • Skills in providing consultation to other professional and non-professional groups | ✓ | |
| • Knowledge of legislation and its implications for both clinical practice and professional management | ✓ | |
| • Highly developed knowledge of the theory and practice of specialist, evidence based psychological therapy relevant to the specific client group | ✓ | |
| • Knowledge of Positive Psychology Theory and Practice | ✓ | |
| • The ability to demonstrate sound judgement | ✓ | |
| • Experience in development and application of outcome measures | ✓ | |

Qualifications and Training

- | | | |
|--|---|---|
| <input type="checkbox"/> Doctorate in Clinical Psychology | ✓ | |
| • Willingness to work towards further qualifications as required | ✓ | |
| • Training in Clinical Supervision | | ✓ |

Other

- | | |
|--|---|
| • Commitment to the values of the organisation | ✓ |
| • Full driving licence and access to a car | ✓ |