

**Job Description**

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| **Job Title: Psychologist**  |
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| **Salary: £40,000 (pro rata)** |
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| **Report to:** Senior Safeguarding and Wellbeing Manager  |
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| **Responsible for:** N/A |

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| **Main Purpose:** |
| **Provide clinical supervision, training and development opportunities to staff, specialist trauma-informed psychological support and interventions to clients and be involved in the planning, delivery and evaluation of organisational trauma-informed practice.**  |

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| **Key Responsibilities:** |
| **Corporate**1. To maintain and demonstrate a commitment to the Organisation’s mission, values and strategic aims and objectives.
2. To maintain high standards of professionalism and keep abreast of current legislation, standards, best practice and maintain a focus of continuous improvement.
3. To maintain knowledge of the Organisation’s operating environment.

**Clinical Supervision** ***To provide effective clinical supervision to all frontline practitioners*** 1. To provide regular group clinical supervision for non-clinical front line practitioners.
2. To provide individual clinical supervision, as required.
3. To review and develop clinical supervision policies and processes.
4. To act as a positive role model to colleagues, always seeking to maintain the highest standards of professionalism.

**Training and Practice Development** ***To provide training and development opportunities to staff to enable them to increase their knowledge and skills.***1. To keep up to date with current developments, national guidelines and research in clinical/counselling psychology, mental health and other disciplines relevant to domestic and sexual abuse and trauma.
2. To maintain a good awareness of the issues surrounding domestic and sexual abuse, trauma and multiple disadvantages on a local and national level.
3. To utilise theory, literature and research to develop, inform and support a high standard of evidence-based practice in individual work and work with other members of the wider team.
4. To communicate effectively across the organisation sharing information and promoting learning on specific area of expertise.
5. To provide advice, guidance and consultation to staff and other professionals working in other agencies.
6. To contribute to the education and training of staff on a trauma-informed approach and mental health.
7. To develop and deliver specialist training for staff and volunteers.
8. To attend all mandatory and statutory training sessions as required by Safer Places.
9. To be reflective, self-questioning and continuously appraise own performance.

**Policy and Service Development** ***To assist in developing and maintaining an organisational trauma-informed approach to practice*** 1. To contribute to organisational priorities and planning, formulation, implementation and evaluation of policies and the development of ideas for changing policies as appropriate.
2. To ensure that trauma-informed principles are implemented within policies and practice.
3. To be involved with the audit, monitoring and evaluation of services provided and to investigate ways of improving the quality of practice.
4. To contribute to the organisation’s response to emerging themes.
5. To support with client participation activities.
6. To provide reports to the senior management team and board as required.

**Client work** ***To provide trauma-informed psychological support and interventions***  1. To carry out assessments and provide an appropriate trauma-informed therapeutic response to clients experiencing psychological distress.
2. To be involved in risk assessments and risk management planning for clients.
3. To support clients to improve their resilience and prospects by encouraging engagement with the various programmes and opportunities offered within the service such as specialist programmes for people who have experienced domestic abuse (Triple R) as well as those offered by external services.
4. To work with external partner agencies, advocating on behalf of the client to meet their individual support needs in particular where those needs are specialist e.g. Mental Health and Substance Misuse services. Ensure excellent professional relationships are forged and maintained with both the clients and agencies.
5. To provide expert therapeutic trauma-informed psychological support and interventions (including parent/child work, group work, psycho-education and brief individual work) with clients and their children which elicit empowerment and personal growth.
6. To carry a small caseload working with clients experiencing psychological distress to facilitate recovery.
7. To ensure that all safeguarding measures are delivered in respect of the client and their children and that at all times you adhere strictly to Safer Places policies and procedures in respect of safeguarding adults and children.
8. To keep up to date comprehensive client records and prepare formal documents such as letters and reports.
9. To develop and maintain good relationships and clear lines of communication with other professionals, agencies and departments.

**Clinical Governance** 1. To adhere to appropriate Confidentiality guidance from the Safer Places, the HCPC and the BPS with respect to considering issues of risk, supervision and safeguarding.
2. To adhere to relevant BPS Division of Clinical/Counselling Psychology codes of practice and guidelines for professional and chartered psychologists.
3. To receive and actively participate in regular clinical supervision in accordance with good practice in order to maintain and develop skills.
4. To maintain professional registration.

**General**1. To act in a professional manner at all times, communicating effectively with colleagues and partners, building and sustaining effective and appropriate relationships at all times with clients, colleagues and partners.
2. To ensure high standards of verbal and written communication with all clients, staff and other professionals.
3. The role holder will be able to work within the safeguarding arena following organisation policies and procedures on the management of safeguarding concerns including be able to Recognise; Respond to; Report and Record Safeguarding issues and understand and make quality Safeguarding Referrals.
4. To comply with data protection legislation, information sharing policy and procedures and all legislation connected to your work. Act in a manner which preserves the confidentiality of all stakeholders.
5. To respect and value the diversity of the community in which the services works in, and recognise the needs and concerns of a diverse range of survivors ensuring the service is accessible to all.
6. To remain up-to-date and compliant with all organisational policies, procedures and professional codes of conduct and uphold standards of best practice.
7. To ensure work undertaken is conducted in a manner which is safe to themselves and others, and for adhering to the advice and instructions on Health and Safety matters given by Manager(s). If post holder considers that a “risk” to Health and Safety exists, it is their responsibility to report this to their manager.
8. To ensure the efficient use of resources at all times.
9. It is the responsibility of all staff to minimise Safer Place’s environmental impact by recycling wherever possible, switching off lights, computer monitors and equipment when not in use, minimising water wastage and reporting faults promptly.
10. This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.
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**Person Specification**

**Job Title: Psychologist**

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| **DIMENSION**  |  | **Relevance**  | **How demonstrated** | **Further action**  | **Score** |
| **EXPERIENCE** | 1. Experience of providing clinical supervision to individuals and groups.
 | Essential  | Application formInterview  | Shortlist scoreInterview question |  |
| 1. Experience in providing support, training and learning opportunities to a range of professionals.
 | Essential | Interview  | Interview question  |  |
| 1. Experience of service and/or practice development.
 | Essential | Interview  | Interview question |  |
| 1. Experience of working therapeutically with clients with a range of presentations e.g. depression, anxiety and mood disorders, sleep disturbances, self-harm, suicidal thoughts and problematic substance misuse.
 | Essential | Application formInterview | Shortlist score Interview question |  |
| 1. Experience of providing a range of trauma-informed psychological support and interventions for survivors of abuse to facilitate recovery.
 | Essential | Application form Interview | Shortlist score Interview question | . |
| 1. Experience of risk assessment and management.
 | Essential | Interview  | Interview question |  |
| 1. Experience of recognising and responding to safeguarding concerns.
 | Essential  | Application form Interview  | Shortlist score Interview question |  |
| 1. Experience in working with survivors of Domestic Abuse.
 | Desirable | Interview  | Interview question  |  |
| 1. Experience of making safeguarding referrals to statutory bodies.
 | Desirable  | Interview  | Interview question |  |
| **KNOWLEDGE** | 1. Working knowledge of relevant legislation and national guidance, including safeguarding and their implications for clinical practice.
 | Essential  | Application  | Shortlist score   |  |
| 1. Advanced theoretical and applied knowledge of trauma-informed models, multiple disadvantage, intersections and intersectionalities and multicultural competencies.
 | Essential | Application formInterview  | Shortlist scoreInterview question  |  |
| 1. Understanding of, and competency in, (complex) trauma, trauma responses and therapeutic interventions
 | Essential  | Application form Interview | Shortlist score Interview question |  |
| 1. Good understanding of domestic abuse including the impact of domestic abuse on survivors and their children.
 | Essential  | Application  | Shortlist score  |  |
| 1. An awareness of the process of change, ability to engage clients with harm minimisation techniques and movement towards safe coping mechanisms.
 | Essential  | Interview  | Interview question |  |
| 1. Good understanding of data protection legislation and confidentiality and understand appropriate information sharing.
 | Essential | Interview  | Interview question |  |
| 1. Understanding of Health and Safety at Work.
 | Essential | Interview  | Interview question  |  |
| **SKILLS** | 1. Ability to facilitate the development of a positive and supportive team culture.
 | Essential | Interview  | Interview question |  |
| 1. Advanced ability to develop and maintain clinical supervisor/supervisee and therapeutic relationship and manage transference appropriately.
 | Essential | Interview  | Interview question |  |
| 1. Ability to find meaningful strategies to engage and support clients and provide therapeutic opportunities to facilitate recovery.
 | Essential  | Interview  | Interview question |  |
| 1. Ability to identify clients at risk and offer appropriate strategies of intervention.
 | Essential  | Interview  | Interview question  |  |
| 1. Ability to engage clients from all communities in therapeutic processes, and deliver support with cultural sensitivity.
 | Essential  | Interview  | Interview question  |  |
| 1. Ability to work one-to-one and in groups with colleagues and clients and as part of a wider team.
 | Essential | Interview  | Interview question  |  |
| 1. Highly developed and effective communication skills, both oral and written, including ability to communicate complex, highly personal and sensitive information and keep excellent records
 | Essential | Application form Interview  | Shortlist scoreInterview |  |
| 1. Good computer literacy skills
 | Essential  | Application | Shortlist score |  |
| 1. Able to prioritise own work and deal with competing demands to work effectively.
 | Essential  | Interview  | Interview question |  |
| **QUALIFICATION**  | 1. Be fully qualified as a Clinical / Counselling Psychologist with current registration (HCPC).
 | Essential | Application form and Certificates | Shortlist score No evidence - regret |  |
| 1. Evidence of continuing professional and personal development.
 | Essential  | Application form and certificates  |  |  |
| 1. Safeguarding Adults Level 2 and / or Safeguarding Children Level 2 or demonstrable equivalent experience and the ability and commitment to achieve qualifications within 6 months of appointment.
 |  Essential | Certificates |  |  |
| 1. Training in supervision.
 | Desirable | Certificates  |  |  |
| **PERSONAL CHARACTERISTICS** | 1. Committed to building positive working relationships, respecting and valuing others, being helpful and inclusive.
 | Essential | Interview  | Interview question |  |
| 1. Committed to promote a trauma-informed and person centred approach to support.
 | Essential  | Interview  | Interview question  |  |
| 1. Ability to motivate and encourage others to develop themselves and the service through improvement, innovation and continuous development.
 | Essential | Interview  | Interview question  |  |
| 1. Evidence that you champion inclusion and value diversity.
 | Essential | Application formInterview  | Shortlist score Interview question  |  |
| 1. Commitment to our mission and values
 | Essential  | Application formInterview  | Shortlist score Interview question |  |
| 1. Client care is at the heart of the work you do to improve standards, outcomes and service delivery.
 | Essential  | Interview  | Interview question  |  |
| **OTHER REQUIREMENTS** | 1. Commitment to attending clinical supervision
 | Essential  | Application form  |  |  |
| 1. Car driver with access to a vehicle
 | Essential  | Application form  | No evidence - regret |  |
| 1. Subject to Enhanced DBS Check
 | Essential | Application form  |  |  |
| 1. Have published work in either peer reviewed academic or professional journals and/or books
 | Desirable  | Application form  |  |  |