



Job Description

Job Title	Clinical Lead (Clinical/Counselling Psychologist), Adult Team Manager	Starting salary and range*	£60,836 - £70,570 per annum (including London Weighting)
Contract length	Permanent	Hours per week	35 hrs
Manager	Head of Clinical Services	Location	London
Team	London, Adult Team	Responsible for	Clinical staff and volunteers, students and trainees including clinical/counselling psychology trainees
Level of DBS/PVG check required		Enhanced with barred lists.	

* Freedom from Torture is committed to showing the salary for all advertised roles and not negotiating salaries for roles, in light of evidence that this contributes to structural inequality.

Our policy is that all appointments will be at the start of the salary range but successful candidates will have the opportunity to move up the scale over time. The progression up the salary range is reviewed on an annual basis and subject to affordability.

Main Purpose	To lead a multi-disciplinary team providing clinical services to adult service users who are survivors of torture. To provide training and supervision of clinical staff. To work as part of the management team and lead on service development projects to meet the strategic objectives of Freedom from Torture, working in alignment with the human rights ethos of FFT.
Scope	To manage a multi-disciplinary team and be responsible for direct clinical provision to adult service users who are survivors of torture according to the Clinical Pathways model. To contribute to the development of clinical services in London in line with the organisational strategy and main purpose of the job outlined above. To carry a small clinical caseload. The role will require delivery of line management and supervision to paid staff, trainees, students and volunteers including trainee clinical / counselling psychologists predominantly within the London centre but may also provide remote supervision and guidance to clinical staff across all centres.
Decision making	The post holder will be expected to make decisions about whether we are

& level of authority	<p>able to offer a clinical service during intake panel as well as post assessment decision making.</p> <p>Works under guidance and regular supervision from the Head of Clinical Services, whilst using own initiative and judgement to determine how best to implement clinical policies within their team, in line with organisational strategy.</p> <p>Hold responsibility for the effective implementation of risk and safeguarding policies and procedures, to ensure the safety of all clients seen by staff in their team and may also provide guidance on risk and safeguarding to clinical staff members across all centres on an ad hoc basis</p>
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Duties & Key Responsibilities	
	To manage a multi-disciplinary team, including paid staff and volunteers from different professions and disciplines and ensure that staff receive adequate training and supervision. Undertake regular performance reviews with staff, ensuring all staff have clear measurable goals. Identify possible poor performance and manage any concerns fairly and consistently by supporting staff through the performance improvement process
	Ensure that clinical pathways are functioning effectively, including that clients who have a diagnosis of PTSD are offered a trauma focused intervention as first choice as per our clinical pathway. Oversight of the intake and allocation processes of referrals into the team. Reviewing processes for therapy interventions, internal referrals and discharge
	To provide clinical leadership cover for London, and for other centres on an ad hoc basis as required.
	To lead on research projects and service evaluation as required
	To oversee the clinical intake process in the absence of the HoCS, referring all complex decisions to HoCS. To oversee and manage waiting lists to ensure safety of clients, and to enhance efficiency of the clinical pathway process.
	To make recommendations for approval by the Head of Clinical Services regarding staffing of the team based on service need, and authorising staff expenses and invoices as appropriate and within designated limits.
	To contribute to the strategic development and service provision within the Clinical Services Department in line with Freedom from Torture's Strategic Plan. Provide leadership in the team in supporting implementation of the clinical model
	To provide psychological assessments of service users' needs, using interview, formal psychometric and other assessment methods as appropriate and create an appropriate, jointly agreed treatment plan which is regularly reviewed with the service user and in collaboration with the clinical team.
	To formulate psychological treatment and management plans with service users and to provide psychological treatment for a small caseload, using a range of specialist psychological interventions appropriate to the service according to the Clinical Pathway (drawing on a range of evidence-based models) and based on client goals and greatest impact.

To provide line management and clinical supervision to qualified clinicians and trainees including clinical/counselling psychologists in London and across the other centres as required.

To provide advice, consultation, training and supervision to in-house colleagues nationally within FfT as well as external agencies.

To comply with clinical governance protocols and implementation of good practice, quality and safety, including all FfT clinical policies and clinical standards, and ensure that the team delivers on all KPIs within the agreed timeframe

To work collaboratively with Fundraising, Service Leadership and Influencing and the Media team as required.

To provide clinical evidence to be used in immigration and welfare cases, in the form of clinical letters write and to act as a clinical reviewer for clinical letters written by other clinical staff members, as required.

For roles with line management responsibility:

- Responsible for monitoring and addressing well-being of direct reports and contributing to practices that promote employee well-being organisationally

Other responsibilities:

- Taking care of own well-being and take advantage of well-being initiatives offered by the organisation to its staff.
- Compliance with organisational policies and practices, and attendance at mandatory training.
- Any other duties as required by the organisation.

Person Specification

This form indicates which criteria are Desirable or Essential and how this will be assessed

A = Application, I = Interview & T = Test

Knowledge & Qualifications	D	E	Assessed
Qualified with a Doctorate or equivalent in Counselling or Clinical Psychology		X	
Completion of further post-qualification specialist training in specific therapeutic modalities relevant to evidence based complex trauma e.g. systemic CBT, EMDR		X	
Accredited by the HCPC in the clinical/counselling psychology scope		X	
Substantial knowledge of management through training and experience		X	
Management Qualification e.g. CMS, DMS	X		
Completion of training in supervision/training and a qualification from a recognised body	X		
Working knowledge of legislation, including the Mental Health Act 1983, Mental Capacity Act 2005, Human Rights Act 1998, Asylum & Immigration legislation		X	
Knowledge of good practice regarding adult and child protection and safeguarding and relevant legislation		X	
Knowledge of the psychological and developmental impact of torture and exile on individuals across the full range of ages and phases of the life cycle		X	
Knowledge of the asylum process and asylum support system in the UK and clients' rights under these systems, sufficient to be able to follow a survivor's progress through these systems and to seek specialist help when needed		X	
Knowledge of at least one of a range of evidence-based approaches to trauma therapy eg. Trauma-based CBT, Narrative Exposure Therapy and EMDR sufficient to be able to deploy this model clinically under supervision.		X	
Skills & Experience for this role	D	E	Assessed
Substantial experience of managing and leading a team in a therapeutic setting.		X	
Substantial experience of working therapeutically with asylum seekers and refugees within a multi-cultural mental health/therapeutic setting.		X	

Experience of working within a multi-disciplinary team within a health or social care setting.			
Skills in the use of a range of methods of psychological assessment, intervention and management for the full range of problems of severity and complexity presented in clients who are survivors of complex trauma.		X	
Experience of working with interpreters in a therapy setting		X	
Experience of working relationships with statutory and non-statutory organisations.		X	
Skills and experience in offering a range of psychotherapeutic approaches and theories, and how these can be applied to work with torture survivors, using brief, medium- and longer-term interventions.		X	
Training and experience in delivering psychometric and neuropsychological assessments.		X	
Experience of managing high levels of risk and safeguarding concerns when working therapeutically with clients.		X	
Ability to write clinical evidence reports to a sufficient standard for use in immigration and welfare cases		X	
Ability to work in a culturally sensitive manner.		X	
Advanced research skills, and experience of leading on service evaluation and research projects.		X	
Computer skills (including WORD, email/outlook, databases) sufficient to be able to use these packages and others of a similar nature in every day work.		X	