

Job title: Clinical/Forensic/Counselling Psychologist or Psychological Therapist

Department: Client Services

Reporting to: Skylight Director

Professional Accountability: Regional Lead Clinical Psychologist

Salary: £46,401– £61,051 dependent on experience (newly qualified applicants considered)

Hours: **Full Time** (35 hours per week) or **Part Time** (minimum 21 hours per week)

Location: Crisis Skylight Brent

Contract type: Permanent

Aim/Influence

- To promote and support Psychologically Informed Environments (PIEs) and approaches
- To provide training, advice and consultation on clients' formulation and psychological management to non-psychological colleagues
- To provide specialist psychological assessment and therapy for clients that contributes to ending their homelessness
- To participate in research and the evaluation of evidence generated practice to help demonstrate and improve the effectiveness of our services

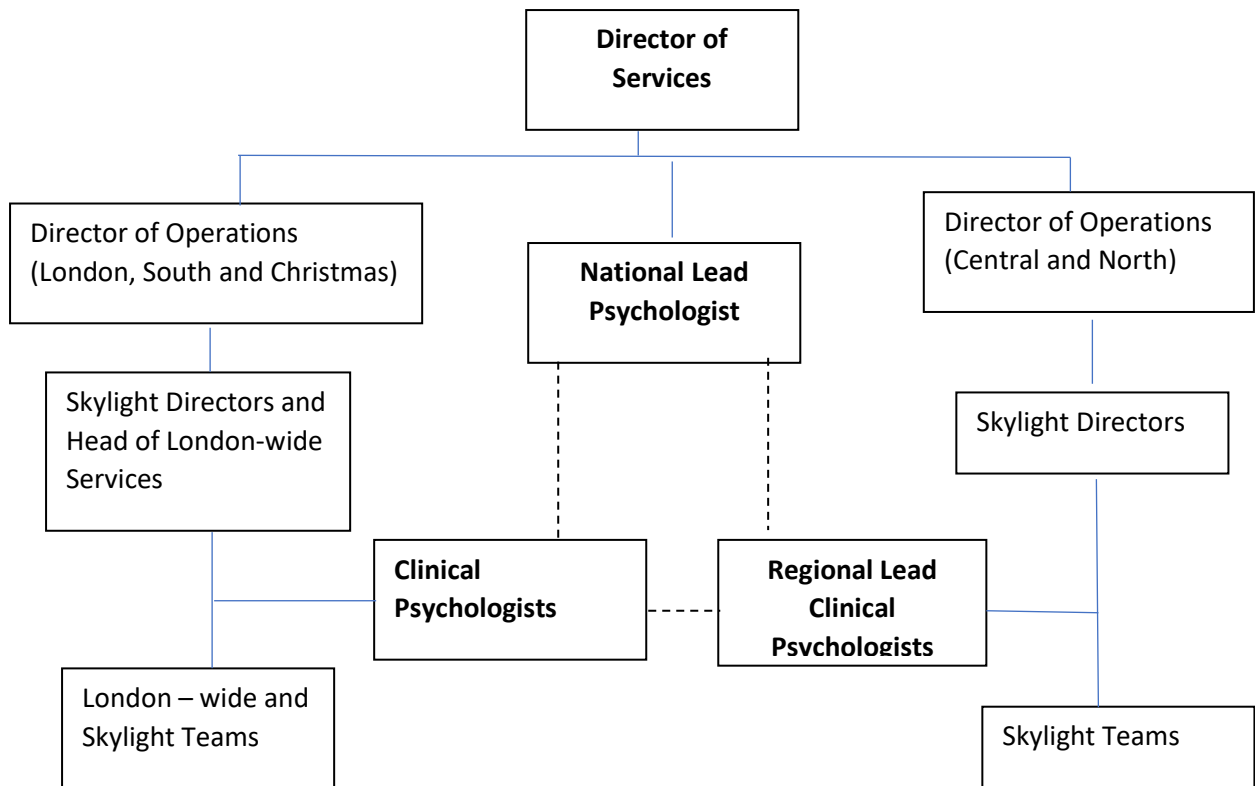
Reflective Supervision

- Facilitation of client-focused group reflective practice
- Facilitation of team-based group reflective practice

Other key details

- Some evening work may be required and time off in lieu will be given in accordance with Crisis TOIL policy
- A satisfactory enhanced disclosure from the Disclosure and Barring Service is required

Organisational Chart



The structure indicates the managerial, clinical and professional accountabilities to the Regional Lead Clinical Psychologist and peer supervision/communities of practice within Crisis.

Line management and clinical supervision will be provided monthly.

All structures are kept under review to ensure they meet operational and professional requirements.

Job responsibilities

Professional and training

1. To provide “on the job” support, guidance and consultation to other team members, including facilitating group reflective practice.
2. To contribute to in the development of a high quality, responsive, engaging and accessible service, advising Crisis colleagues on those aspects of the service where psychological and/or organisational matters need addressing.
3. To fully engage in clinical supervision with a qualified psychologist in accordance with BPS recommendations.
4. To maintain registration with the HCPC as a Practitioner Psychologist (or equivalent) and engage fully in CPD in line with HCPC requirements.
5. To ensure the development and articulation of best practice in psychology within the service area and contribute across the service by exercising the skills of a reflexive and reflective scientist practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of clinical or counselling psychology and related disciplines.
6. To offer placements and clinical supervision for trainee psychologists.

Therapy

1. To practice applied psychology as an autonomous Health and Care Professionals Council (HCPC) registrant at a specialist level (or equivalent), employing methods based upon evidence-based practice.
2. To provide specialist psychological assessments of clients referred to and within the team based upon the appropriate use, interpretation and integration of psychological data from a variety of sources including self-report measures, rating scales, direct and indirect structured observations.
3. To formulate and implement plans for the management of a client’s mental health problems, based upon an appropriate conceptual framework of the client’s problems, and employing methods of proven efficacy and to share those formulations with others to enable psychological explanations of factors implicated in accommodation maintenance and loss.
4. To evaluate options for intervention taking into account theoretical and therapeutic models and highly complex factors concerning biopsychosocial and historical processes that have shaped the individual.

5. To undertake risk assessment and risk management for individual clients and to provide general advice to other professionals on psychological aspects of risk assessment and management.
6. To liaise with referrers, GPs and other professionals concerned with clients in order to develop and review care plans.
7. To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment options for clients.

Service Delivery and Research

1. To participate in the establishment, implementation and monitoring of operational policies to support the delivery of Psychologically Informed Environments (PIE) across Skylight services.
2. To maintain and promulgate the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the British Psychological Society and Crisis policies and procedures.
3. To evaluate own practice utilising clinical outcome measures.
4. To work with our Research and Evaluation teams to help us frame and identify the meaningful outcomes required by our clients and participate in the evaluation of evidence-generated practice to ensure our services are effective.
5. To contribute to wider Crisis activities, within Client Services and other Directorates, as required.

General responsibilities

1. Actively encourage and support member involvement within Crisis
2. Develop an understanding of homelessness and Crisis' aims
3. Follow Crisis policies and procedures, including health and safety and safeguarding
4. Carry out other reasonable duties that may be required

Person Specification

Essential

1. Registration with a relevant professional body (HCPC/BABCP/UKCP)
2. Post-graduate doctoral level training in clinical or counselling psychology (or its equivalent for those trained prior to 1996) with relevant practical experience. Or core professional qualification (e.g. nursing, social work, occupational therapy) plus additional therapy training.
3. Experience of evidence based therapeutic interventions including (one or more of) Systemic Therapy, Cognitive Behavioural Therapy, Positive Behaviour Support, Mentalisation Based Treatment (MBT), Dialectical Behaviour Therapy, Cognitive Analytical Therapy, and Acceptance & Commitment Therapy.
4. Knowledge of relevant legislation and best practice in relation to mental health and safeguarding.
5. Knowledge and skills of proportionate risk assessment and management and the ability to take considered and appropriate risks when innovating psychological approaches and treatment.
6. Knowledge and application of standardized assessments.
7. Experience and ability to engage individuals who have experienced complex trauma and who may test services and be hard to reach, by demonstrating patience, persistence, empathic and flexible approaches to maximise inclusiveness of services.
8. Experience of teaching, training, facilitating reflective practice and professional and clinical supervision.
9. Willingness to contribute to the Crisis-wide research and evaluation to support the development of evidence-based psychologically informed practice
10. Experience of working within a multidisciplinary team and ability to operate as part of the local leadership team
11. Self-management skills. The ability to prioritise workload and manage own stresses.
12. Resilience in the face of regular exposure to highly emotive material and challenging behaviour.
13. Able and willing to work flexible hours and to travel across region if required, as well as to travel nationally to engage in Crisis-wide events

14. A commitment to Crisis' values

Desirable

15. Experience of working with people experiencing homelessness with complex needs, including: substance misuse, personality disorders diagnoses, survivors of domestic abuse and Modern Day Slavery, refugees and asylum seekers.