

Job Description

Job Title	Clinical/Counselling Psychologist	Starting salary and range*	£51,817 – 60,108 (full time – 35 hours)
Contract length	permanent	Hours per week	28
Manager	Clinical Team Manager / Senior Clinician	Location	London
Team	London Clinical Services	Responsible for	Line management of volunteers, students and trainees on clinical/counselling psychology placements.
Level of DBS/PVG check required		Enhanced with adult barred list	

** 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	The post holder will be responsible for direct clinical provision to adults, families and young unaccompanied minors who are survivors of torture and organised violence through individual or group therapy, offering a range of interventions. In addition, the post holder will contribute to the development and delivery of internal and external training, and will provide consultation and supervision to external professionals who work with survivors of torture and organized violence. The role may at times include delivering supervision.
Scope	Direct clinical work with clients within centre, contribution to multi-disciplinary team decision making processes, liaison with external services, networking and partnership building. The role may require delivery of line management and supervision to approved students, trainees and volunteers as allocated including trainee clinical / counselling psychologists.
Decision making & level of authority	The post holder will be expected to make immediate and long-term clinical judgements and to formulate plans to manage individual client risk. Works under close guidance and regular supervision from the Clinical Team Manager or a Senior Clinician and Clinical supervisor.

Duties & Key Responsibilities	
1.	To provide individual/couple/ family and/or group therapy sessions, in line with evidence based practice including NICE guideline recommended treatment for trauma-related presentations, to service users who are survivors of torture and organised violence. To ensure that regular reviews, risk assessments and outcome measures are undertaken. To maintain appropriate clinical records of assessments, clinical work/group interventions and keep the FfT client database updated at all times.
2.	To assess the service users' needs and create an appropriate, jointly agreed treatment plan which is reviewed regularly with the service user and in collaboration with the clinical team. To offer a range of psychotherapeutic interventions based on client goals and greatest impact and in line with the evidence base.
3.	To manage an appropriate caseload, ensuring that regular reviews, risk assessments and outcome measures are undertaken.
4.	To work holistically in support of client's care, ensuring appropriate onward internal and external referrals are undertaken to address client needs
5.	To provide clinical evidence to be used in immigration and welfare cases, in the form of reports and clinical letters by applying psychological assessment skills including the use of psychometric assessments.
6.	To line manage and offer clinical supervision to students, volunteers and trainees as required, including supervision / line management of clinical/counselling psychology trainees.
7.	To provide indirect work such as fundraising activity, advocacy and training in support of clients.
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 Psychology or Clinical Psychology.		X	A & I
Accredited by and Member of the HCPC in the scope of clinical/counselling psychology		X	A & I
An understanding of the experience of refugees and people seeking asylum, both in terms of pre-flight experience and the experience of living in exile.	X		A & I
Knowledge of current legislation affecting people seeking asylum.	X		A & I
Knowledge of relevant mental health law and including the Mental Health Act and other relevant safeguarding legislation		X	A & I
Training in two or more evidence-based psychological therapies, and how these can be applied to work with torture survivors, using brief, medium- and long-term interventions.		X	
Knowledge of at least one evidence-based approach to trauma therapy to treat PTSD including trauma focused CBT, NET and EMDR sufficient to be able to deploy this model clinically under supervision		X	A & I
Training in systemic therapy	X		A & I
Training or teaching qualification	X		A & I
Qualification in clinical supervision	X		A & I
Skills & Experience for this role	D	E	Assessed
Experience of providing psychological therapy in a multi-cultural setting.		X	A & I
Experience of providing psychological therapy to survivors of torture and organised violence.		X	A & I
Experience of providing psychological therapy to traumatised individuals, with a range of tools to manage psychological trauma.		X	A & I
Experience of working with community language interpreters in a psychological therapy setting.	X		A & I
Experience of providing clinical supervision including to clinical / counselling psychology trainees	X		A & I
Experience of designing and delivery of training		X	A & I
Ability to communicate effectively with clients, staff and colleagues across a range of organisations including medical, legal, refugee sector and mental health.		X	A & I
Ability to establish and maintain appropriate therapeutic relationships with survivors of torture.		X	

