



Job Description

Job title: Skylight Psychologist (Development post)

Department: Client Services

Reporting to: Skylight Director

Professional Accountability: Regional Lead Clinical Psychologist/ Lead Clinical Psychologist

Salary: Salaries are as follows:

- Skylight Psychologist, qualified within the last 18 months:
 - £50,757 per annum FTE (part-time £20,302)
- Senior Skylight Psychologist:
 - 18 months to 4 years qualified - £58,364 per annum FTE (part-time £23,345)
 - 5 to 7 years qualified - £60,454 per annum FTE (part-time £24,181)
 - 8+ years qualified - £64,504 per annum FTE (part-time £25,801)

Hours: Part-time 14 hours per week, Tuesday and Wednesday.

Location: Crisis Skylight London 50 – 52 Commercial Street, E1 6LT This is a primarily onsite role, so you can support our members and team face to face, but some homeworking may be an option in line with Crisis' Hybrid Working Policy.

Contract type: Permanent

This post is a development opportunity for more recently qualified Clinical Psychologists and other Practitioner Psychologists. Candidates will progress to a Senior Skylight Psychologist position once agreed clinical and leadership competencies have been met. Once in post the successful candidate will then work towards individualised competencies as discussed with the Lead Clinical Psychologist/Regional Lead Psychologist and Service Manager.

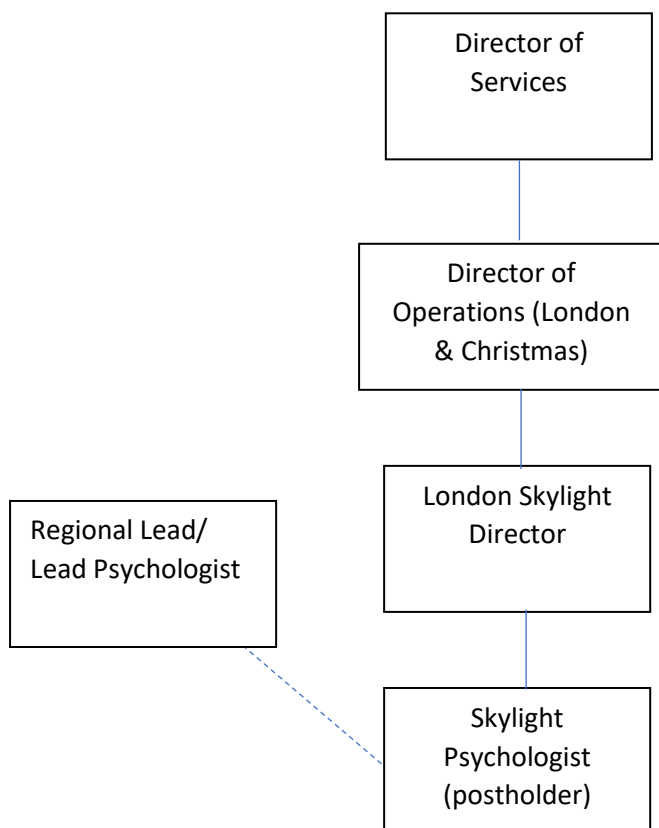
Aim/Influence

- To promote and support Psychologically Informed Environments (PIEs) and approaches within the local Skylight service.
- 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 facilitate client-focused and team-based group reflective practice sessions.
- To participate in research and the evaluation of evidence generated practice to help demonstrate and improve the effectiveness of our services
- To work as part of the leadership team in the local Skylight service.

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



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The structure indicates the managerial, clinical, and professional accountabilities to the Skylight Director, Regional/ Lead Clinical Psychologist.

Line management, clinical and professional 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 Skylight team members where relevant.
2. To contribute to 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 HCPC recommendations.
4. To maintain registration with the HCPC as a Practitioner Psychologist 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.

Clinical Work

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 reformulate in collaboration with members and colleagues, considering socio-economic/political factors, systems and members’ experience

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of homelessness, using appropriate psychological models and frameworks and using these to inform support offered.

4. To guide and support, and where appropriate lead on implementing 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.
5. 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.
6. To undertake risk assessment and risk management for individual clients. To provide advice and support to other professionals and staff members on psychological aspects of risk assessment, and safety planning.
7. To liaise with referrers, GPs and other professionals concerned with clients in order to develop and review care plans, and to advocate for clients with a range of services (e.g., mental health, benefits, housing).
8. 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

- Pro-actively seek out opportunities to promote and support member involvement within Crisis
- Develop and maintain an understanding of Crisis' work and the needs and circumstances of people facing homelessness
- Comply with Crisis policies and procedures, including Health and Safety policies, for which all employees owe a duty of care both to themselves and others, in accordance with the Health and Safety at Work Act.
- Comply with all Crisis policies and procedures insofar as they relate to the provision of services, including Safeguarding and Equality, Diversity & Inclusion
- Deliver services that are person-centred, sensitive and responsive to the diverse needs of Crisis Members
- Work collaboratively across departments to support Crisis' mission to end homelessness
- Carry out any other duties reasonably associated with your role

Person Specification

	Essential	Desirable
Education and Qualification	<p>Registration with a relevant professional body (HCPC)</p> <p>Post-graduate doctoral level training in clinical, counselling, health, or forensic psychology with relevant practical experience.</p>	<p>Further training in an 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.</p>
Knowledge and Experience	<p>Knowledge of relevant legislation and best practice in relation to mental health and safeguarding.</p> <p>Knowledge and skills of proportionate risk assessment and management and the ability to take considered and appropriate risks when innovating psychological approaches and treatment.</p> <p>Experience of delivering teaching and training.</p> <p>Experience of delivering clinical supervision to other professionals</p> <p>Extensive knowledge of research methodology, research design and complex multivariable data analysis as practiced within the clinical fields of psychology.</p> <p>Experience of working within a multidisciplinary team and ability to operate as part of the local leadership team.</p>	<p>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.</p> <p>Experience of working in complex systems and working with systems relevant to members including statutory and voluntary services, user led and advocacy groups.</p> <p>Experience of working in the voluntary sector</p> <p>Experience of facilitating reflective practice groups.</p>

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<p>Skills and Competencies</p>	<p>Experience and ability to engage individuals who have experienced complex trauma and who have struggled to access services by prioritising relationship building and by demonstrating patience, persistence, empathic and flexible approaches to maximise inclusiveness of services.</p> <p>Skills in the use of complex methods of psychological assessment, intervention and management.</p> <p>Specialist skills in evidence based psychological interventions.</p> <p>Well-developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinical sensitive information to clients, their family, carers and other professional colleagues both within and outside the NHS.</p> <p>Well-developed teaching & training skills.</p> <p>Skills in being able to use available resources to manage the emotional impact of dealing with highly emotive and distressing situations.</p>	<p>Formal training in clinical supervision of trainee clinical psychologists and other staff.</p>
<p>Personal Qualities</p>	<p>Ability to communicate effectively verbally and in writing, to meet the needs of the person and context.</p> <p>To understand the importance of ongoing supervision and reflection in relation to the demands of the work and to use this to support own development and wellbeing.</p>	

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	<p>The ability to prioritise workload and maintain a health work/life balance.</p> <p>A commitment towards Crisis' values and the objectives of the organisation.</p> <p>A commitment towards social justice and advocacy for those who experience multiple disadvantages.</p> <p>A commitment to working with people from a diverse range of backgrounds, understanding and respecting the impact of difference and diversity upon their lives.</p>	
	<p>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 on occasion.</p>	

Supporting your application

Thank you for your interest in working for Crisis.

Before you apply, please take a moment to read through the frequently asked questions below which are designed to support your application and help you understand our recruitment processes.

The person specification requires a qualification or experience that I do not have. Is it still worth me applying?

The person specification has the key knowledge, skills, experience or behaviours needed to carry out the job successfully and you will be scored based on any information you provide. If you don't quite meet the criteria, for example if you have an understanding of something rather than experience of doing it yourself, you may still pick up points for explaining your understanding or how you might approach it. However, some of the person specification points, for example specific qualifications, are critical to the role so if you don't meet those requirements, you are unlikely to be shortlisted.

Can I apply by sending my CV?

Occasionally we accept CVs and a covering letter but only if this is requested in the advert for the post. We don't accept speculative applications or hold CVs on file.

What should I do if I can't complete an online application?

If you would like to apply in a different format, for example in a Word document, because you are unable to use the online process, please contact the Recruitment Team jobs@crisis.org.uk It is helpful if you provide details of your requirements or suggestions about how we might best support you to apply so that we're able to consider alternatives.

Does Crisis use Artificial Intelligence (AI) technology for shortlisting?

Crisis does not use AI technology for shortlisting applications or throughout our recruitment process.

Can I use Artificial Intelligence (AI) technology for my application?

We strongly discourage applicants from using AI technology at any stage of the recruitment process. This is so we can run a fair, transparent process which gives all applicants an equitable chance of success. We want to hear about your own experience and perspectives in your application and if shortlisted, during the interview too.

How can I maximise my chance of being shortlisted?

It is important that you complete all sections of the online application form to ensure that the recruiting panel understand your interests, skills, behaviours, knowledge and experience.

Shortlisting is mostly based on the information you provide in the assessment form section.

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A strong application will also be in line with the **Crisis Values** that you can find on our website.

Please note! If you don't provide full responses against the person specification points, the panel won't be able to score your application fully and it will be unlikely there is enough information for you to be shortlisted.

How quickly will I know if I have been shortlisted?

Every recruitment campaign will be different depending on how quickly the shortlisting panel can review applications but if you have not been shortlisted, you will receive an email from us confirming that.

If I am not shortlisted, can I get feedback on my application?

Unfortunately, we are not able to offer feedback on your application if you are not shortlisted for interview.

Can I get feedback after my interview?

We appreciate that information about where you did well or less well can be useful, so if you are not successful following interview we are able to provide feedback.

Will you notify me of future vacancies?

Once you have registered via Crisis Jobs Online, you can sign up to receive notifications of new vacancies based on the criteria you select. We also recommend that you check our website regularly for details of new vacancies.

I recently applied for a role and was not successful, but have seen the role re-advertised. Is it worth me applying again?

If the gap between advertising has been short, we would normally advise that candidates need not apply again, unless you have re-written and enhanced your application. Some examples might be that you have strengthened your examples using the STAR technique above.

Crisis Jobs Online

I have typed my personal statement answers into the online form, but it won't let me save them. What should I do?

There is a word limit of 400 per answer so it could be that you have exceeded the limit and that is what is preventing you from saving your work.

I filled in the personal statement section and tried to save it/submit it. However, it wouldn't do this, and my information was lost. Is there any way to retrieve it?

You are encouraged to record your answers in a Word document first before copying and pasting your answers into the online application form, using the keyboard shortcuts Ctrl + C to copy and Ctrl + V to paste. The application form has a strict time out limit and so if you take longer than that limit you will lose your work and we are unfortunately not able to retrieve it.

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Where can I get help?

If your query has not been answered above, you can contact the Recruitment Team jobs@crisis.org.uk for support.