



## Job Description

### Clinical Lead-Senior Psychological Practitioner

Reporting to: Therapies Director

Responsible for: This role has responsibility for junior Team members.

### Aims of the post

The post holder will be a senior clinical leader within the Integrated Therapies Team and will promote emotional wellbeing and mental health in the children and young adults whom we help and work with. The post holder will be required to assess and manage children and young adults who present with a range of emotional wellbeing and mental health issues. The post holder will have the support of other team members in the management of these cases and will offer clinical leadership within the team.

The post holder will represent the organisation by providing support and guidance to team members and the wider team, ensuring a child and young adult person focused service. The role is a collaborative one working with individuals and groups across professional and organisational boundaries.

### Main purpose of the job

To support Phoenix's Integrated Therapies Team (ITT) through:

- Promoting the Phoenix therapeutic approach throughout the organisation and being a role model for all colleagues.
- Supporting peers and the Therapies Director, being an effective team member whilst working on own initiative and offering clinical leadership.
- To undertake specialised psychological assessments, treatments, and other types of clinical intervention with individual children and young adults, carers, teams, families, and groups of children.
- To undertake team training, research and development activity.
- To be an integral part of the ITT's senior leadership team.
- Working collaboratively and actively supporting and liaising with other health and social professionals and agencies.
- Attending and participating in team meetings as well as review meetings of cases on own case load.
- To work independently on a day-to-day basis in accordance with the Health and Care Professions Council (HCPC).
- To engage fully in clinical supervision which will be offered by a qualified practitioner.

- To provide operational management to creative art therapists, psychologists and assistant and trainee clinical psychologists within the framework of service and professional policies and procedures.

## – Specific duties and responsibilities of the post

- 1.1 Ensure that a high quality, timely, accessible, and evidence-based service is available to all children and young adults who need it.
- 1.2 To travel across the wide geography of the organisation as required.
- 1.3 To work in a variety of settings across the organisation including the children’s homes, schools, colleges, and residential services.
  - 1.1 Regularly work alongside and in collaboration with other professionals and to work closely with the Senior Management Teams in education and care to ensure open communication is maintained and an effective therapy service is provided.
  - 1.2 Establish and maintain excellent working relationships with wider social care, education, mental health and wellbeing services ensuring adherence to evidence based treatments by clinical and care/education teams across the organisation.
  - 1.3 To attend and contribute to appropriate multi-disciplinary meetings.
  - 1.4 To be able to effectively communicate with colleagues, peers and senior managers within the organisation.
  - 1.5 Participate in the review and development of clinical policies and identify improvements to service provision.
  - 1.6 To undertake specific administrative duties as required.
  - 1.7 To perform other duties of a similar kind appropriate to the grade, which may be required from time to time by the Therapies Director.

## – Leadership

- 1.8 To participate in the development of an effective team and the development of productive working relationships throughout the organisation.
- 1.9 To actively promote integrated professional working internally and externally.
- 1.10 To facilitate the development of a positive and supportive team culture by taking responsibility for dealing effectively with potential conflict.
- 1.11 To take an active interest in working parties and groups within the organisation to develop and improve on service delivery, protocols, and guidelines.
- 1.12 To advise, encourage and share knowledge utilising the latest research and practice development, through literature, supervision, and team meetings.
- 1.13 To take an active role in coaching, mentoring and supervising team members, acting as a role model and driving therapeutic practice.

- 1.14 The post-holder will provide operational management to creative art therapists, psychologists and assistant and trainee clinical psychologists within the framework of service and professional policies and procedures.
- 1.15 They will ensure that a high quality, timely, accessible, and evidence-based service is available to all service users who need it.
- 1.16 They will facilitate the development of a positive and supportive team culture by taking responsibility for dealing effectively with potential conflict working closely with the Therapies Director.
- 1.17 They will ensure and facilitate team member attendance at mandatory and statutory training and monitor achievement of this standard.
- 1.18 They will ensure that teams are working to competencies that are regularly assessed and appropriate in line with agreed frameworks.
- 1.19 They will provide appropriate support to others to improve their knowledge and understanding and share their own knowledge, skills, and experience with others during induction and training sessions for team members.

## – Accountabilities

- 1.20 To act as a senior clinical practitioner who is legally and professionally accountable for their own supervised actions guided by the professional code of conduct and organisational guidelines and protocols.
- 1.21 To maintain the highest standards of clinical record keeping and report writing in accordance with professional codes of practice of the HCPC and the organisation's policies and procedures.
- 1.22 To follow the advice and policies of the organisation, including knowledge, awareness of, and compliance with the legal framework relevant to the organisation and client group.
- 1.23 To be familiar with and abide by confidentiality, information handling and storage guidelines of the organisation.

## – Clinical skills

- 1.24 To develop psychological formulations of clinical problems and assist in the delivery of care & support plans/EHCPs, which include psychological treatment and/or management of children's and young adults' problems.
- 1.25 To undertake structured interviews, psychological assessments (including psychometric tests, assessment of risk and safety) and observations of children, adults and groups with a range of relevant complex needs, such as learning difficulties/disabilities, Autism, emotional social and behavioural difficulties and/or behaviours that challenge.

- 1.26 To design, implement and modify as appropriate, bespoke psychological interventions with children and young adults, carers, families, and groups.
- 1.27 To provide reports and communicate in a skilled and sensitive manner concerning the assessment, formulation and treatment plans of children and young adults.
- 1.28 To communicate confidential and personal information concerning ability level and psychological needs, obtained through assessments and interventions, to the referrer and to the individual themselves, who may have limited understanding and difficulties with acceptance, and where appropriate to team members, relatives and carers.
- 1.29 To work in a highly emotive atmosphere, frequently encountering highly distressing problems and circumstances and maintaining a high degree of professionalism at all times.
- 1.30 To provide advice and clinically based supervision to teams about care/education and management of children and young adult's problems.
- 1.31 To determine appropriate psychological intervention, considering a range of potentially conflicting clinical information and dynamics.
- 1.32 To provide expertise and advice to facilitate the effective and appropriate provision of psychological care/education by all members of the team.

## – Training and supervision

- 1.33 To participate in regular clinical supervision in accordance with HCPC guidelines and criteria.
- 1.34 To plan and prioritise own workload, research, and individual and group sessions.
- 1.35 To plan and deliver formal training sessions to a variety of professionals within the organisation.
- 1.36 To deliver supervision on psychological and therapeutic aspects of care to education and care teams and other professional team members as required.
- 1.37 To provide practical training and supervision to care/education team members with respect to planned interventions.
- 1.38 Provide clinical supervision of creative arts therapists/psychologists/psychological practitioners in the team and assistant and trainee clinical psychologists.
- 1.39 To ensure own continued professional development and support a culture of lifelong learning in self and others.

## – Health, Safety & Wellbeing

- 1.40 Take care of your own health and safety and that of people who may be affected, including People we support, fellow colleagues and visitors by what you do (or do not do).
- 1.41 Cooperate with others on health and safety, and not interfere with, or misuse, anything provided for your health, safety or welfare.

- 1.42 Follow the Company's Policies and procedures, training and instruction you have received while at work.
- 1.43 Immediately report and Health and Safety concerns to your line manager.
- 1.44 Safeguard and protect children and adults at risk at all times and report any concerns as per the organisation's safeguarding policies.

## – Personal responsibilities

- 1.45 To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the Therapies Director.
- 1.46 The post holder must adhere to the organisations risk assessment and risk management processes.
- 1.47 It is a condition of your employment that you are currently registered with HCPC and it is your responsibility to maintain your professional registration.
- 1.48 To be responsible for organising and prioritising own and others workload in the day-to-day allocation of work.
- 1.49 To take part, and assist, in the planning and administration relating to day-to-day running of the caseload.
- 1.50 To participate in regular developmental reviews with the Therapies Director identifying CPD needs, agreeing objectives, identifying training needs and formulating a personal plan.
- 1.51 The post holder will act as a role model for the Phoenix Values and Code of Conduct.
- 1.52 Understand your responsibilities for safeguarding when interacting with people we support, their personal information and when visiting any of our services.
- 1.53 This role will act as a role model for the Phoenix Values and Code of Conduct.
- 1.54 To maintain appropriate confidentiality of information relating to the Company and its employees and maintain compliance with the Data Protection Act and General Data Protections Regulations (GDPR).

## Person Specification

APP – Application      INT = Interview      AST = Assessment

Essential Criteria	Measurement		
	APP	INT	AST
Post-graduate qualification in psychological practice (e.g. counselling psychology, clinical psychology, creative arts psychotherapies)	✓	✓	
HCPC registration or appropriate statutory registration	✓	✓	

Essential Criteria	Measurement		
	APP	INT	AST
Extensive post-qualification clinical experience including line management	✓	✓	
The ability to demonstrate relevant clinical experience in the field of learning disabilities/SEMH/children in care	✓	✓	
Ability to demonstrate judgement in complex clinical/operational problems, which require investigating, analysing, assessing and resolving	✓	✓	
Demonstrate an empathy and interest in clients/and their psychological needs	✓	✓	
Knowledge, belief in and skills working within a pro-neurodiversity approach	✓	✓	
Positive interpersonal skills – able to communicate appropriately with team members, carers, patients e.g. delivering difficult messages	✓	✓	
Evidence of working across multi-disciplinary and multi-agency boundaries	✓	✓	
Proactive in identifying own learning needs and filling knowledge gaps, for example, through self-directed learning	✓	✓	
Evidence of initiative and leadership	✓	✓	
Good communication, conflict resolution and negotiation skills, for example, being able to independently handle difficult conversations with parents, carers and other professionals.	✓	✓	
Relevant experience in managing risk and evidence of ability to make decisions as part of a team, regarding people in crisis.	✓	✓	
Driver with a full clean licence	✓	✓	
Ability to travel independently across the Southwest and South Wales and on occasion, further afield	✓	✓	
Experience of writing training materials and delivering training to others	✓	✓	

Desirable Criteria	Measurement		
	APP	INT	AST
Post graduate certificate in an additional therapy/supervision/leadership	✓	✓	
Post graduate training in relevant topic, e.g., autism, SEMH, and/or trauma and attachment at Masters or Post Graduate Certificate/Diploma level	✓	✓	
Experience of performance management	✓	✓	

