

# Practitioner Psychologist

Job Title	Senior Practitioner Psychologist
Job Grade	C2
Reports to	Regional Clinical Service Lead/Consultant Clinical Psychologist (National Lead)
Direct reports	N/A
Clearance required	Enhanced
Key Stakeholders	Service Users, local operational and clinical teams, Senior Management Team, Clinical Department, external stakeholders

## Workplace values

The post holder will be expected to live our workplace values which are:

- **Honest:** we are open and realistic, building trusted relationships in which we challenge, collaborate and change.
- **Committed:** we are passionate about being the best that we can be, and we do this by keeping people at the heart of everything that we do.
- **Inventive:** we are ambitious, drawing together skills and resources to innovate and adapt in determined pursuit of our mission.

## Job Purpose

To be responsible for promoting the psychological health and well-being of people using the (insert relevant service)

To provide specialist psychological/psychotherapeutic assessment and intervention services to individuals/ groups/organisations, using a variety of applied psychology models.

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## Key accountabilities:

	To carry a caseload and provide a direct service for complex psychological issues, and on a daily basis may function single-handedly as the qualified Psychologist in the multi-disciplinary team.
2.	To be responsible for formulation and implementation of therapy or treatments based on an appropriate conceptual framework of the problems and employing methods of evidence-based efficacy across the full range of care settings. To monitor and evaluate progress, refining formulations and interventions as necessary.
3.	To communicate in a skilled and sensitive manner information concerning assessment, formulation, therapy and treatment plans and to monitor and evaluate progress.
4.	To undertake risk assessment and management of individual service users within an appropriate psychological framework and provide advice for other professionals on psychological aspects of risk assessment and management.
5.	To exercise autonomous professional responsibility for assessment, therapy/treatment and discharge of service users whose problems are managed by psychologically based care plans.
6.	To be a core member of the multi-disciplinary team ensuring members of team have access to a psychologically based framework for understanding care of service users through provision of advice and consultation and dissemination of psychological research and theory. To advise, support and facilitate effective and appropriate provision of psychological care by all members of the team.
7.	To exercise appropriate judgement on the sharing of confidential information with other professional colleagues and agencies under Vulnerable Adult / Child Protection policies etc
8.	To maintain standards which required for professional registration and to maintain Registration.
9.	To be accountable for own professional actions guided by the relevant Profession's standards including the British Psychological Society (BPS) Code of Conduct,

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	Ethics Guidelines for Chartered Psychologists, UKCP Code of Ethics and Professional Practice, BCP Code of Conduct.
10.	To provide clinical supervision to other team members.
11.	To assist with training and supporting the delivery of psychosocial interventions for individuals with problematic substance use
12.	To advise both service and professional management on those aspects of the service where psychological and / or wider organisational matters need addressing.
13.	To receive regular clinical and professional supervision from a senior member of psychological services and line manager.
14.	To be involved, as agreed with the professional lead, in the recruitment of psychological services staff when needed.
15.	Undertake continuing professional development including participating in supervision, performance reviews and attending training as/when required.
16.	Work in accordance with all relevant legislation, policies & procedures and guidelines – both internal and external.
17.	Keep abreast of policy and professional development within your area of professional expertise.
18.	To promote, adhere to and live our workplace values of being honest, committed and inventive.

*This Job Description is not definitive and outlines key accountabilities – colleagues are expected to be flexible regarding their accountabilities and will from time to time be asked to carry out other duties to ensure achievement of company goals.*

# Person Specification

Technical/ Professional Qualifications	Essential or Desirable
<p>Post graduate doctoral level of training as practitioner psychologist, as accredited by the professional body</p> <p>Or</p> <p>Post graduate qualification in Psychotherapy, psychodynamic therapy or systemic therapy Registered as a Practitioner psychologist with Health and Care Professions Council (HCPC).</p> <p>or</p> <p>Registered with relevant professional body for example UK Council for Psychotherapy (UKCP) or British Psychoanalytic Council (BPC)</p>	E
<p>Membership of specialist interest groups relevant to client group</p>	D
Skills	Essential or Desirable
<p>Well-developed skills in the ability to communicate effectively (orally and in writing) complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues.</p>	E
<p>Evidence of maintaining effective communication when there are barriers to understanding and in circumstances where hostility, manipulation, conflict and antagonism are present.</p>	E
<p>Able to exercise professional autonomy and clinical responsibility in the multi-disciplinary environment and as a lone worker</p>	E
<p>Understand the meaning and signs of compassion fatigue and secondary trauma and respond sensitively and empathically to staff who may be experiencing it.</p>	E

# Person Specification

Demonstrate self-awareness and an ability to recognise where one's own reactions to adversity and trauma may affect responses to workers and people accessing services.	E
Model the message of compassion and kindness through own behaviour to encourage a culture of mutual professional support.	E
Ability to adapt style and/or assessment and intervention strategies to meet the challenges of complex clients/situations. Experience of working with both young people and adult service users and their families	D
<b>Knowledge/ Previous Experience</b>	<b>Essential or Desirable</b>
Experience of maintaining working relationships and a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical aggression.	E
Some prior experience of supervising and teaching	D
Prior experience of working with people using substances	D
Knowledge of relevant legislation in relation to the service user group.	D
<b>Competencies</b>	
<b>Lead and Inspire</b>	Defines the future direction of Humankind through identifying current and future challenges and longer-term opportunities.
<b>Create and Innovate</b>	Takes a solutions-focused approach to the challenges we face as an organisation. Looks at new ways of working and responding innovatively with new ideas or developing current approaches to meet organisational needs.
<b>Developing Our Talent</b>	Creates a positive and supportive environment in which individuals can grow and develop enabling them to realise their full potential.



## Person Specification

<b>Impactful Communication</b>	Shares information and presents ideas or themes clearly and convincingly so that others see us as open, transparent and credible, and want to engage with us.
<b>Delivering Results and Achieving Greatness</b>	Focuses on our individual drive and personal focus to succeed in delivering against our key business objectives and targets.
<b>Service Excellence</b>	Continues to build on Humankind's reputation within the industry, becoming a "provider of choice" recognised by external bodies as meeting the diverse needs of our customers and delivering the highest standards of service delivery.
<b>Working Together</b>	Defines how we work with each other and our customers, partners, commissioners and stakeholders.