



Waythrough

Job Description

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| Job Title: | Clinical Psychologist |
| Job Grade: | D1 |
| Reports to: | Clinical Services Director or equivalent/Consultant Clinical Psychologist |
| Direct reports: | Assistant Psychologist, Trainee Clinical Psychologist |
| Clearance required: | Enhanced DBS check |
| Key stakeholders: | Service users, local operational and clinical teams, Senior Management Team, Clinical Department, external stakeholders |

Workplace values

Our values underpin everything we do – from how we work together through to how we design and deliver services. All our work to fulfil this vision is strengthened by our values.

Kindness: be generous, caring and compassionate.

Courage: be bold, trust, commit.

Respect: everyone deserves dignity.

Job Purpose

Lead a psychologically informed approach to interventions to support individuals throughout their treatment journey and to support the development and growth of a greater psychological approach to treatment of substance misuse for Humankind.



Waythrough

Job Description

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Key accountabilities:

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| 1. | Provide specialist psychological assessment of service users referred for treatment of addiction, linking together the complex domains of substance use, social challenges and physical and mental health problems. |
| 2. | Collaboratively formulate and implement plans of specialist psychological treatment or management of service user's psychological problems, based on a multi-factorial understanding and current evidence-based best practice. |
| 3. | Undertake a range of evidence-based psychological therapeutic and rehabilitation interventions, drawing on a range of psychological models and employing a range of modalities (individual, family and group) adapted and tailored to the needs of the individual and their context. Providing ongoing evaluation of outcomes of the intervention. |
| 4. | Exercise autonomous professional judgement and responsibility for the psychological management of service users on own case load. |
| 5. | Work in own scope of practice and refer on to specialist services if required. |
| 6. | Provide a specialist psychological perspective in the multi-professional assessment, using formulation to communicate a psychological understanding of client needs to other involved services to enhance care. |
| 7. | Undertake psychologically based risk assessment and risk management for relevant service users and provide advice on the psychological aspects of risk to the multiprofessional team. |



Waythrough

Job Description

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| 8. | Take the lead role in developing and overseeing the delivery of evidence-based psychological and psychosocial interventions in the service, ensuring MDT colleagues have the training, competencies and supervision to deliver these to the required standard. |
| 9. | Support the MDT to deliver trauma-informed care. This may involve formal training followed by ongoing regular consultation and support to apply this to the everyday work of the team. |
| 10. | Teach and support in a psychology lead approach to other professionals and trainees in collaboration with other clinicians and trainers. |
| 11. | If appropriate to service – Clinically supervise, appraise and participate in the management of Assistant Psychologists in line with the guidance from professional and regulatory bodies (eg HCPC, BPS DCP and DCoP, ACP-UK) |
| 12. | Offer training and placements to Psychology training programmes around working with substance use. |
| 13. | Offer clinical supervision and specialist advice to operational and clinical team members. in line with the guidance from professional and regulatory bodies (eg HCPC, BPS DCP and DCoP, ACP-UK), to non-psychologist colleagues around the competent delivery of evidence -based psychosocial interventions to people using substances, and their families / concerned significant others. |
| 14. | Evaluate the delivery and impact of psychosocial interventions in the service. |



Waythrough

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| 15. | Work with the central Clinical Department and operational colleagues in leading the development of a psychological approach to substance misuse treatment throughout the organisation. |
| 16. | Work alongside the team to ensure all standards required by the Care Quality Commission CQC are met and maintained. |
| 17. | Undertake continuing professional development including participating in clinical supervision, performance reviews and attending training as/when required from an appropriately experienced psychological professional, in line with the guidance from professional and regulatory bodies (eg HCPC, BPS DCP and DCoP, ACP-UK). |
| 18. | Develop therapy-specific competencies and participate in CPD and supervision to maintain registration with the relevant professional bodies. |
| 19. | Work in accordance with all relevant legislation, policies & procedures and guidelines – both internal and external. This includes Humankind's clinical governance framework. |
| 20. | Keep abreast of policy and professional development within your area of professional expertise. |
| 21. | 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.



Waythrough

Person Specification

| Technical/ Professional Qualifications | Essential or Desirable |
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| Degree in Psychology, accredited by BPS for Graduate Basis Registration (GBR) or equivalent. | E |
| Doctorate in clinical psychology approved by the HCPC (or equivalent) accredited by BPS. | E |
| Skills | Essential or Desirable |
| Proficient in Microsoft Office programmes. | E |
| Ability to research, analyse and manage complex, multi-factorial clinical information from a range of sources. | E |
| Ability to integrate complex multi-factorial clinical information into a formulation, utilising a variety of psychological perspectives. | E |
| Knowledge/ Previous Experience | Essential or Desirable |



Waythrough

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| Experience or a demonstrative interest in substance misuse and addiction work. | E |
| Knowledge of relevant legislation in relation to the service user group. | E |
| Coaching, teaching and mentoring of a multi-professional team. | E |
| Experience delivering clinical supervision. | E |
| Experience in performance management. | D |

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| Generation and implementation of initiatives. | D |
| Awareness of social context of drug misuse and the wider implications of the behaviour. | D |
| Awareness of national strategies impacting on drug and alcohol services. | D |
| Experience of clinical research and clinical audits. | D |

Competencies

Lead and Inspire

Defines the future direction of Humankind through identifying current and future challenges and longer-term opportunities.



Waythrough

Person Specification

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| Create and Innovate | 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. |
| Developing Our Talent | Creates a positive and supportive environment in which individuals can grow and develop enabling them to realise their full potential. |
| Impactful Communication | 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. |
| Delivering Results and Achieving Greatness | Focuses on our individual drive and personal focus to succeed in delivering against our key business objectives and targets. |
| Service Excellence | 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. |

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| Working Together | Defines how we work with each other and our customers, partners, commissioners and stakeholders. |
| Safeguarding Training Safeguarding training is necessary and will be provided if required | |