



## JOB DESCRIPTION

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<b>Post Title:</b>	Deputy Clinical Lead
<b>Department:</b>	IAPT Mind in Bexley
<b>Accountable to:</b>	Head of Psychological Therapies IAPT
<b>Hours:</b>	37.5 hours including some weekend and out of hours working
<b>Holidays:</b>	35 days per annum, including public holidays
<b>Based at:</b>	Mind in Bexley, 2a Devonshire Rd, Bexleyheath.
<b>Responsible to:</b>	Head of Psychological Therapies IAPT
<b>Accountable to:</b>	Chief Executive Mind in Bexley
<b>Grade:</b>	Equivalent to NHS Band 8a

### **Job summary:**

As Deputy Clinical Lead, you will be responsible for providing the leadership, operational management, supervision, training and support of the senior HI CBT therapists, LI CBT therapists and counselors in Mind in Bexley IAPT working closely with the Head of Psychological Therapies in delivering the objectives of the service.

You are required to work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice within the service/team. In addition, to utilize research skills for audit, policy and service development and to propose and implement policy changes within the area served by the team/service.

We are looking for a highly experienced clinician with exceptional interpersonal and communication skills, who will provide clinical supervision,



management and leadership to the senior clinicians and ensures that the service operates in accordance to NICE guidelines.

The post involves being able to work flexibly and to be able to work at least one evening session (i.e. 12am – 8pm one day).

### **Main responsibilities**

- Provide a specialist psychological service for patients, including assessment, individual and group interventions, risk management and referral on to other mental health services as required.
- Provide specialist psychological training, supervision, guidance and consultation to other professionals contributing directly to the formulation and treatment plans of individual patients; including advice on psychological aspects of risk assessment and risk management and including liaising with staff across all sectors of care (for example primary care, secondary care and specialist/tertiary services).
- Support the Head of Psychological Therapies IAPT with service performance responsibilities and representing the service at the external meetings, e.g. with commissioners.
- Support the Head of Psychological Therapies as a senior clinician, manager and leader for a team of psychologists, psychological therapists and trainees. This will include governance responsibilities, implementing policies, service development, recruitment, performance reviews etc.
- Working closely with the Head of Psychological Therapies IAPT and the Service Lead to maintain electronic systems for referrals, appointments, activity and outcome monitoring for performance management, including continuous audit and evaluation of service. Ensure appropriate use and administration of such systems by other members of staff within the service and provide support when needed.
- Communicate across language and cultural barriers, including working for sustained periods of time by communicating with patients, carers or groups through professional interpreters or advocates.



- Be responsible for recording, monitoring and reporting on clinical work and communicating in a skilled and sensitive manner, highly complex, sensitive or contentious information concerning the assessment, formulation, treatment plans and progress of patients in both verbal and written formats.
- Support the implementation of national standards for competencies in CBT practice across primary care teams by ensuring that team members make use of appropriate supervision, training and outcomes monitoring.
- Work closely with the Head of Psychological Therapies in motivating, evaluating and developing high and low intensity services and counselling services.
- To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
- Employ a broad theoretical knowledge of psychology and specialist clinical skills to develop and support the psychological skills of others (including graduate mental health workers, trainee and qualified psychologists, and members of other staff groups) through the development and delivery of teaching, training and supervision programmes.
- Ensure that all members of multidisciplinary teams have access to a psychologically based framework for the understanding and care of patients and families/carers referred to the service, through the provision of advice and consultation and the dissemination of psychological research and theory.
- Work closely with The Head of Psychological Therapies and the Service Lead Take on developing service areas, including development of referral pathways, delivery of group and individual interventions and systematic governance of psychological practice within the service.
- 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 clinical and professional supervision and appraisal and maintaining an active engagement with current developments in the field of clinical psychology and related disciplines.

- Contribute to departmental governance and service management activities such as data collection and reporting of outcomes within community services, commissioners and other stakeholders as appropriate.
- 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 post holder's professional and service managers in the field of IAPT and related disciplines.

### **Person specification**

#### **Education/Qualifications**

##### **Essential**

- Qualification from High Intensity IAPT Course or equivalent of BABCP accredited Post Graduate CBT training course. plus further post graduate level diploma qualification training in a psychological therapy which may be CBT or another IAPT appropriate evidence based therapy (i.e. IPT)
- Accredited as a cognitive behavioural psychotherapist by the British Association of Cognitive & Behavioural Psychotherapies (BABCP) or nearing completion of accreditation process.
- Minimum four years post qualification and significant experience working as a fully qualified psychological therapy practitioner and demonstrating the competences as required.
- Significant experience of working within primary care psychology and/or IAPT service



- Formal training in supervision and experience of training and supervising qualified and pre -qualification psychologists, and/or high intensity and low intensity CBT therapists.
- Experience of exercising full clinical responsibility for patients' psychological care and treatment, both as a clinician, supervisor and team coordinator.
- Experience of work in a multi -cultural setting, including working with interpreters.
- Managerial experience and experience in leading a team of therapists and counsellors
- Evidence of continuing professional development.

#### **Desirable**

- Managerial qualification
- Experience of teaching prequalification psychological therapists and other NHS staff.
- Knowledge of key service development issues including mental health and primary care mental health/ IAPT
- EMDR and top up LTC training

#### **Skills and Abilities**

##### **Essential**

- Able to lead a team and make decisions and judgements about the best possible way forward in a complex work environment where the evidence base is evolving.
- Extensive experience of providing CBT to clients with a wide range of mental health problems across the whole life course and presenting with the full range of clinical severity in primary care, including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.
- Computer literate, able to use Word and Excel, ability to use of IAPTus
- Demonstrates high standards in written and verbal communication



- Proven ability of analysis of information from data bases
- Ability to develop and use a Risk Strategy
- Able to develop good professional relationships with staff, clients, working partners and the general public.
- Able to demonstrate workforce planning in a clinical service.
- Highly-developed skills in the effective communication of highly technical and/or clinically sensitive information to a wide variety of recipients in a range of settings within and outside the NHS, including the ability to produce comprehensive and coherent letters, reports and associated documentation.
- Highly-developed skills in the use of complex methods of psychological assessment, intervention and management, including the use of theoretical models to analyse information and to develop formulations upon which to base choice of treatment.
- Post graduate-level knowledge of research design and methodology, including complex, multivariate data analysis as practised within the field of clinical psychology.
- Skills for undertaking audit and monitoring of service activity and outcomes.
- Experience of designing, providing and supervising group CBT interventions.
- Ability to provide a culturally-competent and non-stigmatising service including an awareness of the potential impact of discrimination and disadvantage on mental health.
- Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.
- Ability to take lead for speciality, interpreting and imparting specialist knowledge and policies to others.
- Ability to identify and employ, as appropriate, clinical governance mechanisms for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging behaviours.



- Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours.
- Ability to contain and work with organisational stress and able to hold the stress of others
- Ability to demonstrate leadership and management skills.
- Demonstrably respectful approach to patients, carers, colleagues, other professionals and professional contacts. Willingness to negotiate and ability to handle confrontation effectively and professionally.
- Ability to produce high quality professional results to specified deadlines and other time constraints.
- Demonstrates a knowledge of the issues surrounding work and the impact it can have on mental health/benefits and employment systems and social inclusion more generally.
- In-depth experience of working in mental health services where multidisciplinary working was embraced as part of service delivery.
- The ability and skills to act as an advocate for a new service, to engage and foster good professional relationships with all health professionals in promoting the good integration of this service within the wider health care system.
- High level of enthusiasm and motivation
- **Desirable**
- Skills for facilitating communication in interventions with families and staff teams.
- Understanding and practical implementation of New Ways of Working
- Worked in a service where agreed targets in place demonstrating clinical outcomes.
- Contributed to the developing IAPT programme.
- Managed a service budget.
- Experience of leading a research project.



**Items in above (listed essential ) are the short-listing criteria, if you do not address these (explaining fully how you meet them) on your application form you will not be short-listed.**