



OVERVIEW

**Job Title: Step 3 Plus - Clinical Psychologist/
Counselling
Psychologist / Cognitive
Behavioural Therapist.**

Pay: Band 7 £40,057 - £45,839

BASIC QUALIFICATIONS:

Hours: 37.5 hours per week

Holidays: 35 days per annum, including public holidays

Responsible to: IAPT Clinical Lead

Accountable to: CEO Mind in Bexley

Location: Mind in Bexley office at 2a Devonshire Rd, Bexleyheath DA6 8DS

CONTRACT LENGTH: Full time - Permanent

Please note that this position will be subject to satisfactory references and will be subject to an Enhanced DBS check.

About Mind in Bexley

We believe no one should have to face a mental health problem alone. We work to reduce the stigma associated with mental health, support people in their recovery and champion better services for all. We believe that with the right support and resources everybody can create a life that feels meaningful irrespective of the presence of symptoms. Mind in Bexley is a local Mind mental health charity offering an extensive range of support, advice, and information to communities in Bexley and East Kent. The purpose and objects of the charity is 'to promote the preservation and the safeguarding of mental health and the relief of persons suffering from mental disorder'. We promote well-being and work to reduce poor mental health and the stigma associated with it. We support people in their recovery and champion better services for everyone. We seek to meet these purposes by undertaking a wide range of therapeutic and non-clinical mental health activities within Bexley and East Kent, including direct therapeutic support of individuals, advice, advocacy, recovery and employment services, and campaigning to reduce the stigma of mental health and to raise awareness of mental health issues. Mind in Bexley are contracted by the Bexley Clinical Commissioning Group to provide the NHS funded IAPT Service for Bexley.



Job Description

Job Summary

We are seeking individuals who are passionate about mental health and who want to work for an award-winning specialised Mental Health Charity.

This role has been developed to provide support for Bexley adults whose needs fall between the Primary and Secondary Mental Health Services (Step 3 Plus).

You will be expected to show clinical leadership through the supervision of colleagues on a regular basis. Providing advice and consultation on clients' psychological care to non-psychological therapy colleagues and to other non-professional carers.

Where possible, we support flexible working.

Key Responsibilities

Clinical:

1. To provide specialist psychological assessments of adults in Bexley through the Mind in Bexley IAPT service (in conjunction with Oxleas CMHT) based upon the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in the client's care.
2. To formulate and implement plans for the formal psychological treatment and/or management of a client's mental health problems and offending behaviour, based upon an appropriate conceptual framework of the client's problems, and employing methods based upon evidence of efficacy, across the full range of care settings.
3. To provide appropriate psychological group and individual treatments (remotely as required)
4. To evaluate and make decisions about treatment options considering both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.
5. To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically based standard care plans.
6. To provide specialist psychological advice, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.

7. To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all clients of the service, across all settings and agencies.
8. To undertake risk assessment and risk management for individual clients and to provide advice to other professions on psychological aspects of risk assessment and risk management.
9. To act as care coordinator, where appropriate, taking responsibility for initiating planning and review of care plans under enhanced CPA including clients, their carers, referring agents and others involved the network of care.
10. To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor progress during the course of both uni- and multi-disciplinary care.

Supervision

1. To receive regular clinical professional supervision from a senior clinical psychologist and, where appropriate, other senior professional colleagues.
2. To continue to gain wider post-qualification experience of clinical/counselling psychology over and above that provided within the principal service area where the post-holder is employed.
3. To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other MDT staff's psychological work, as appropriate.
4. To provide professional and clinical supervision of assistant/graduate psychologists and, as appropriate, to contribute to the supervision of individual cases for trainee clinical psychologists.
5. To contribute to the pre- and post-qualification teaching of relevant healthcare staff, as appropriate.

Service development

1. To contribute to the development, evaluation and monitoring of the team's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
2. To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
3. To manage the workloads of assistant and graduate psychologists, within the framework of the team/service's policies and procedures.



4. To be involved, as appropriate, in the shortlisting and interviewing of assistant/graduate psychologists.

IT responsibilities.

1. To be proficient in the use of IT and patient management systems. To be familiar with word processing, database and statistical packages, and to use such packages for complex data analysis as necessary. To use appropriate computer software to develop and create clinical or other service-related reports or documents.

Research and service evaluation

1. To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members.

2. To undertake appropriate research and provide research advice to other staff undertaking research.

3. To undertake project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision.

General

1. To maintain registration with the Health and Care Professions Council as a Clinical/Counselling Psychologist.

2. 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 manager(s).

3. To contribute to the development and articulation of best practice in psychology across the service, by continuing to develop 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/counselling psychology, forensic and related disciplines.

4. To maintain 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/BABCP and company policies and procedures.

5. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both mentally disordered offenders and to mental health.

To be noted:

- This is not an exhaustive list of duties and responsibilities, and the post-holder may be required to undertake other duties which fall within the grade of the job, in discussion with



the manager/clinical lead.

- This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.
- The post holder is expected to comply with all relevant company policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information.

Confidentiality

In the course of your employment with Mind in Bexley, you may handle confidential personal information concerning either patients or staff which may be held by the organisation. You must not read, discuss, disclose or pass on confidential information unless it is necessary in the pursuance of your legitimate duties.

Unauthorised disclosure of such information will be treated as a serious disciplinary matter. In addition, it is important that you realise that if this confidentiality is breached, this may result in civil proceedings or a criminal prosecution.

This confidentiality must continue at all times and this agreement will continue beyond your period of employment.

As this post is held in conjunction with Oxleas Foundation Trust, you will be required to work in line with the policies of both organisations.



PERSON SPECIFICATION

	<p align="center">ESSENTIAL</p> <p align="center">The qualities without which a post holder could not be appointed</p>	<p align="center">DESIRABLE</p> <p align="center">Extra qualities which can be used to choose between candidates who meet all the essential criteria</p>
<p>Qualifications</p>	<ul style="list-style-type: none"> • HCPC registered Counselling or Clinical Psychologist (eligible for BABCP accreditation). • Psychological Therapist/High Intensity therapist (CBT) with a core mental health training e.g. nursing, social work, accredited and registered by BABCP, UKCP and HPC. • All applicants must be BABCP accredited or eligible to apply for accreditation within 6 months 	

<p>Experience and Knowledge</p>	<ul style="list-style-type: none"> • IAPT Recognised Qualification (BABCP , BACP, IPT, DIT or CFD accredited) • Experience of risk-management • Experience undertaking Clinical Audit, including action planning • Experience of supervising other High Intensity Therapists • Good at Networking and engaging with external stakeholders • Experience of evidence-based CBT interventions • Knowledge of IAPT National Standards • Confidence with outcome measures and their use for clinical and audit purposes. • Experience of team supervision • Expertise in the application and supervision of psychological models for a range of mental health difficulties • Ability to meet agreed/specified service targets • Ability to manage own caseload and time • Understanding of issues surrounding clinical risk • Able to develop good therapeutic relationships with clients • Ability to use clinical supervision and case management effectively 	<ul style="list-style-type: none"> • IAPT High Intensity / IAPT High Intensity Supervisor Training qualification • Experience of using IAPT clinical systems, e.g. IAPTus • Completed clinical audits within a service • Experience in treating Post traumatic Stress Disorder • Experience of delivering therapy in a group format • Experience of delivering clinical supervision • Experience of delivering therapy through interpreters
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To apply please complete and return the Mind in Bexley application form on our website

<https://mindinbexley.org.uk/vacancies>