



JOB DESCRIPTION

Job Title: Chief Psychologist

Grade: Band 9

Reporting to: Executive Director of Nursing

Accountability: Executive Director of Nursing

Location: Trust Headquarters (Birmingham - B1) with travel to other sites as required

Job Purpose:

As the Chief Psychologist, Trust Lead for Psychological Professions, and as a highly experienced Consultant Clinical Psychologist, the role holder will:-

- Provide professional leadership to and set strategic direction for the delivery of psychologically informed care and services delivered by psychological professions Trust wide.
- Provide leadership and direction and devolved professional line management for systematic multilevel psychological services provision, governance and evaluation through the full range of multidisciplinary teams and other service structures and arrangements Trust wide.
- Ensure through liaison and advisory functions that psychological services provided across the Trust are high quality, cost-effective, inclusive, anti-discriminatory, culturally appropriate, based on best clinical and professional practice and meet the Trust's quality and operational standards in addition to national strategic and policy guidelines, commissioner requirements and user and carer needs and expectations.
- Advise the organisation on the deployment of resources to ensure a workforce suitable for the delivery of evidence based and NICE compliant psychological and psychologically informed care.
- Provide senior leadership to the Postgraduate Certificate in Low Intensity Psychological Interventions training course in the role as Programme Director.
- Provide clinical leadership in collaboration with the HR team on the Staff Wellbeing Offer.
- Provide visible and active leadership to addressing issues of equality, diversity and inclusion with respect to the psychological professions that they lead.
- Work collaboratively with other stakeholders to support workforce planning and development.
- Champion MDT working and collaboration.
- Contribute to development and implementation of relevant Trust strategies.
- Actively promote and live the Trust's values.

Job Summary:

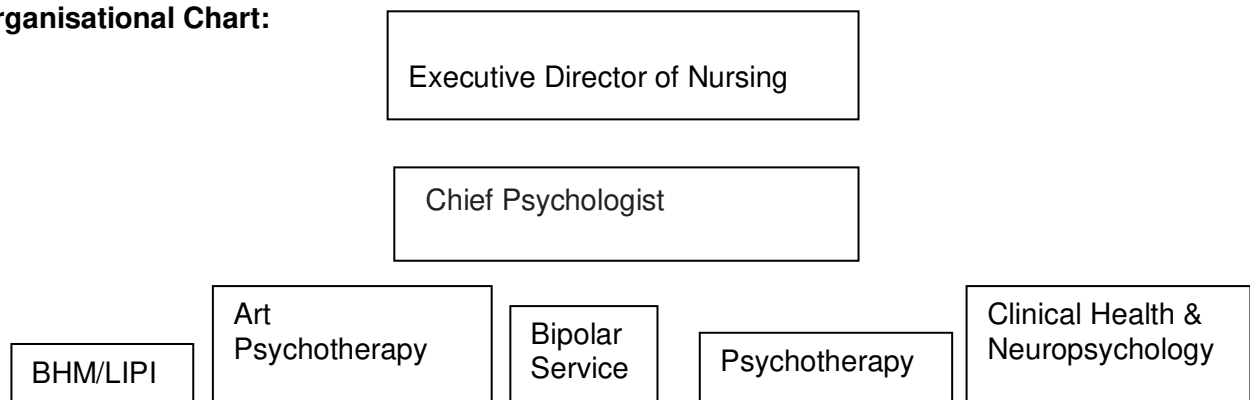
As Chief Psychologist and Trust Lead for Psychological Professions:

- Assumes accountability for own professional actions and works within the overall framework of relevant Trust/service principles, policies and procedures, the professional codes of practice of the BPS and HCPC and terms and conditions of employment.
- Provides professional leadership and overall strategic direction for psychological services across the Trust advising senior colleagues and where required Trust Board on psychologically informed care and practice across all clinical, organisational and corporate functions.
- Be the lead officer for PREVENT for the Trust.
- Exercises overall responsibility for the systematic governance of psychological practice across the Trust through advising and supporting Executive and Senior Operational and Clinical management colleagues
- Provides leadership to workforce planning and development of the psychological professions in line with the Trust's values.
- Actively leads on addressing issues of inequality and inclusion within the professions including championing anti-discriminatory practices
- Ensures effective systems for clinical and professional supervision, support, appraisal and continuing professional development for all psychologists and psychological professionals and practitioners working within the Trust.
- Contributes to the development and implementation of Trust strategies
- Leads and supports the development and implementation of effective and accessible evidence based psychological services within the Trust, ensuring that both specialist psychological services and disseminated MDT psychological interventions are provided in line with NICE guidance and relevant policy guidelines.
- Actively promotes truly collaborative MDT working.
- Facilitates the dissemination of effective evidence informed psychological practice across service areas by leading, co-ordinating, participating in and supporting the development and use of psychologically informed protocols, guidelines and procedures.
- Undertakes some sessional clinical work in areas of experience and expertise.
- Plans, organises and provides teaching/training session/programmes in psychological principles and practice for other professionals and other staff within health and social care services, developing and supporting programmes of training that facilitate the dissemination of effective psychological practice throughout the Trust and health and social care system as a whole. Also offers expert advice and assists in the development and delivery of programmes of training in psychological approaches and interventions delivered through BSMHFT e.g TRiM
- Holds overall responsibility, as Programme Director, for the effective and efficient delivery of the HEE-WM commissioned training Regional programme in Low Intensity Psychological Interventions.
- Provides professional supervision for other qualified and unqualified psychologists / psychological practitioners as appropriate, including Lead Psychologists and Psychological Professions leads within the Trust.
- Organises and provides oversight and co-ordination of foundation and specialist placements for Trainee Clinical Psychologists (and counselling and forensic trainees as appropriate) on placement from local University based training courses. Liaises in this respect with Course Directors in local teaching organisations. Provides supervision to clinical psychology trainees on placement as appropriate.
- Ensures the organisation and co-ordination of the employment of Clinical Psychology trainees within BSMHT as part of Regional Clinical psychology/University of Birmingham

Training Scheme, liaising with Regional and University officers and with Trust corporate functions as necessary in relation to recharge arrangements, the co-ordination of Trust and University employment policies and practices, the implementation of A4C and KSF, and the fulfilment of such other responsibilities as fall to the Trust as host employer.

- Participates in supervision, personal appraisal and continuing professional development activities as agreed with Executive colleagues and managers, including general training required in accordance with the policies and procedures of the Trust, training to ensure the post holder is abreast with relevant national guidelines and policy drivers in the field of mental health in general and psychological practice in particular, and to maintain high levels of clinical skill and expertise.

Organisational Chart:



Key Communications and Working Relationships:

Internal and External:

Functionally relates to members of the Trust Executive and senior Management Teams as appropriate; to other clinicians, service, corporate and operational managers, heads and senior members of other professions, and other members of the MDT within the Trust in relation to the provision and evaluation of clinical care in general and to psychological services delivered through Trust wide and Directorate teams and structures; to clinical and managerial colleagues across the Trust and region in relation to specialist areas of working in which the post holder is involved, including the development and provision of psychological interventions and therapies; and to relevant senior colleagues in commissioning, Local Authority, Probation and other statutory, voluntary and non-statutory agencies, in relation to the commissioning, development and evaluation of psychology and other mental health services as appropriate. Liaises with clinical psychologists, counselling and forensic psychologists, assistant psychologists, psychotherapists and other psychological professions practitioners working within BSMHFT; with lead and senior psychologists elsewhere in the region and nationally as appropriate; with other clinical professions within the Trust and Region; and with academic and teaching colleagues and research staff and research departments within local university based professional psychology training programmes, and other centres of higher education and

research elsewhere in the region and nationally as appropriate. Relates to first line referral agencies, service user and carer organisations and service users and carers as required and appropriate.

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Principal Duties and Responsibilities

Teaching, Training, Supervisory, Consultative/Advisory:

- Ensures that clinical teams and functions within the Trust have access to a psychologically based framework for the understanding and care of service users and facilitates the effective and appropriate provision of psychological care by members of MDTs across the Trust through the provision of expertise, advice, consultation, support, supervision and training. In this respect, promotes the widespread dissemination of psychological theory and research and of good psychological practice throughout the Trust and beyond by establishing and supporting teaching, supervisory and advisory/consultancy functions as key and core roles for qualified Trust psychologists and for the Trust psychological services as a whole. In particular, promotes co-ordinates and supports psychological service teaching and supervision initiatives designed to equip nurses and members of other professional groups with core psychological competences and to enable and support them to use specific psychological techniques and procedures safely and appropriately while fulfilling their core professional role.
- Provides advice to the Trust on the training, qualification and supervision standards and governance arrangements that should apply to ensure the safe and appropriate use of psychological techniques, procedures, interventions and therapies by specialist psychological therapists and non-specialist members of other disciplines within the Trust.
- Represents BSMHFT at relevant national and regional forums concerned with the professional training of psychologists and psychological interventions and therapies
- Collaborates with other senior psychologists nationally and in the Region in the planning, development, delivery and evaluation of programmes of training for members of other disciplines across the city or region, including those concerned with the delivery by non-specialists of psychological interventions and therapies.
- Responsible for ensuring appropriate liaison with the Clinical Psychology Department of University of Birmingham School of Psychology, Staffordshire and Coventry universities in relation to the Trust's role and involvement in the training of clinical psychologists in the Region and in ensuring that trainees acquire such doctoral level clinical and research skills, competences and experiences as are necessary. In this respect, provides overall oversight and co-ordination of foundation and specialist clinical placements for Trainee Clinical Psychologists within the Trust and of teaching undertaken by Trust staff on the clinical course at the University, liaising in this respect with the ClinPsyD Course Directors and course tutors as necessary. Fulfils a similar liaison, oversight and co-ordination function in relation to other local universities and academic training providers involved in the professional training of counselling and forensic psychologist, liaising with Course Directors in local teaching organisations as required. Delegates responsibilities for co-ordinating and organising placements within service areas to senior colleagues as appropriate.
- Responsible for the development and delivery of a professional training strategy and implementation plan for psychologists and psychological professions staff working within the Trust, setting the agenda in this respect further to collaboration with other senior Psychological services colleagues across the Trust.
- Ensures that appropriate systems and arrangements are in place for the professional and clinical supervision of qualified and unqualified psychologists and psychological professionals within the Trust.
- Provides specialist clinical placements and supervision to ClinPsyD trainees on placement from the University of Birmingham and contributes to the assessment and evaluation of trainee competencies as appropriate.

Policy, Service Development, Service/Resource Management, Recruitment and Professional Leadership:

- Displays behaviours and actions consistent with the Trust's values.
- Provides professional leadership to all psychology and psychological professions staff Trust wide (including any psychologically trained and practicing clinicians who do not formally align to another professional group).
- Responsible for setting and planning the overall strategic direction for psychological services across the Trust and for framing and driving operational service implementation, development and delivery in respect of psychological services by reference to relevant national, local and Trust policy drivers and implementation priorities, and further to appropriate consultation with other relevant stakeholders
- Holds and manages the Psychology budget. Has authorised signatory status and is able to authorised expenditure against the Psychology budget in respect of recruitment of new staff, training, clinical and office equipment, travel expenses, etc.
- Ensures that agreed psychological services are delivered in a manner consistent with the Trust's, values, operational policies and overall objectives, with relevant professional practices and standards and with relevant Trust policies and procedures (including standing financial instructions). In this respect, ensures that policies and procedures for the provision of psychological services are informed by and consistent with professional guidance and Trust requirements and are known and adhered to by Trust psychological professionals.
- Represents at the most senior level psychological services at relevant Trust level planning, operational, management and governance forums.
- As appropriate, liaises, collaborates with and provides highly specialist advice to commissioning colleagues, the local Authority, other statutory, non-statutory and voluntary organisations and with the wider health and social care system regarding the development and commissioning of psychologically informed services within primary, secondary and specialist care settings and participates in local and city-wide multi-agency service planning and development forums where relevant.
- Takes the overall psychological professions lead, and working in collaboration with Executive Director colleagues, the overall Trust lead, in ensuring the development, implementation and governance of effective and accessible evidence based psychological services within and across the Trust, ensuring that both specialist and disseminated MDT psychological services are developed and provided in line with NICE and relevant policy guidelines.
- Holds responsibility and accountability for the organisation and coordination of the employment of Clinical Psychology trainees within the Trust, liaising with Regional and University officers and with Trust corporate functions as necessary in relation to recharge arrangements, the co-ordination of Trust and University employment policies and practices, the implementation of Agenda for Change and KSF, and the fulfilment of such other responsibilities as fall to the Trust as host employer.
- Organises employment arrangements in conjunction with the Human Resources Team and contract details in relation to psychological services practitioners seconded from and to other organisations on a time limited basis, and those funded by other organisations who are employed by BSMHT on a hosting basis.
- Exercises overall responsibility for the systematic governance of psychological practice across the Trust. In this respect, ensures that effective policies and systems are in place for clinical and professional supervision, support, appraisal and continuing professional development for all psychological professions staff within the Trust, that such policies and systems are informed by and are consistent with national professional guidance and Trust requirements, that they are implemented on a delegated basis as appropriate by senior psychological services colleagues and that systematic records of supervision arrangements, appraisals and CPD are maintained and can be collated as required.

- Provides professional line management supervision to Consultant Lead Psychologists / Psychotherapists and other senior psychological professional leads within the Trust as appropriate.
- Undertakes or contributes to (as required) the appraisal of Consultant Lead Psychologists / Psychotherapists and other senior psychological professional leads on an annual basis, completing appraisals as appropriate and in conjunction with Service Directors.
- In conjunction with senior colleagues and, as appropriate, Service and Clinical Directors and members of the Trust Human Resources Department, initiates and progresses disciplinary matters relating to psychological professionals working within the Trust.

Research and Service Evaluation:

- Draws upon evidence-based treatment literature, other relevant clinical and experimental research findings and established theoretical models to support the post holders own evidence based best practice, and that of other psychological professionals within the Trust, when working directly with clients and their families and when working with and through other members of the MDT.
- As a major job requirement, is responsible for promoting, leading, co-ordinating, implementing and participating in applied clinical and non-clinical psychological service research and development activity, liaising in this respect with the Trust Director of Research and Innovation as appropriate. Promotes, establishes and supports applied R&I as a core role for qualified psychologists within the Trust and as a key function of staff within the wider Trust psychological services
- Liaises with the School of Psychology at the Universities of Birmingham, Coventry and Staffordshire to co-ordinate, support and facilitate research undertaken by trainee clinical psychologists on placement in the Trust.
- Supports, organises, co-ordinates and supervises R&I activity of other professionals and members of the MDT within the Trust's Directorates and service functions as appropriate.

Professional Development and Practice:

- Maintains Health and Care Professions Council (HCPC) registration as required.
- Observes professional codes of practice of the HCPC, British Psychological Society (including the BPS 'Code of Conduct, Ethical Principles and Guidelines', 1998, and the Division of Clinical Psychology 'Professional Practice Guidelines', 1995), Trust policies and procedures and terms and conditions of employment.
- Responsible for working within limits appropriate to qualifications, competence and experience and for professional self-governance in accordance with professional codes of practice and Trust policies and procedures.
- In common with all applied psychological professionals, receives regular clinical and professional supervision from an appropriately experienced and if appropriate other senior professional colleagues, in accordance with the HCPC and BPS Codes of Conduct, DCP professional practice guidelines and relevant Trust policy.
- Participates in own annual personal development/appraisal reviews in accordance with HCPC and DCP Guidelines for CPD and Trust policy, undertakes such programmes of internal and external CPD, personal development and training as may be agreed with the post-holder's professional manager
- Takes such action as may be necessary if the post holder is advised or suspects that another psychological service practitioner's fitness to practice, or adherence to the Society's Code of Conduct, has been compromised or breached, notifying such Trust officers as necessary and liaising with the BPS if appropriate.

GENERAL

Clinical Posts only

Candidates should demonstrate a commitment to working with families and carers and to practicing family intervention according to government and Trust policies.

Confidentiality

It is a condition of employment that staff will not disclose any information obtained in the course of their duties other than to those entitled to receive it. The post holder must ensure that the confidentiality of personal data remains secure and the terms of the Data Protection Act and relevant Trust policies are met in respect of information held on the Trust's computerised systems.

Equal Opportunities

The Trust is committed to being an equal opportunities employer and welcomes applicants from people irrespective of age, gender, race and disability and any other protected characteristic under the Equality Act. All staff are required to comply with current legislation, Trust policies and national guidance good practice

Conduct

It is expected that all members of staff will conduct themselves and represent the Trust in a responsible manner complying with policies and procedures.

Training, Education and Development

All employees have a responsibility to participate in regular appraisal with their manager and to identify performance standards of the post. As part of the appraisal process every employee is responsible for participating in identifying his or her own training and development need to meet their KSF outline.

Research Governance.

Research and Development is at the heart of providing effective treatments and high quality services, supporting a culture of evidence based practice and innovation amongst staff. All staff have a duty to be aware of and comply with their responsibilities for research governance, whether as researchers, as part of the team caring for those participating in research, or as research participants themselves.

Control of Infection

All employees whether clinical or non-clinical are required to comply with the Health and Social Care Act 2008: Code of Practice for health and adult social care on the prevention and control of infections and related guidance;

Therefore the post-holder is expected to keep patients, visitors, themselves and other employees safe by continuously reducing the risk of healthcare associated infections;

As a manager the post holder is required to ensure that infection control responsibilities are clearly identified, allocated and understood within your team and that appropriate resource, training and support is provided to ensure that they are compliant with Trust policies and procedures on Infection Control and Hygiene;

As a manager the post holder is required to ensure that employees are supported in attending the necessary training and on-going professional development to support their responsibilities and

ensure full awareness of infection control and hygiene;

Governance Standards

Comply with the relevant Governance Standards applicable to the Trust as communicated to the post-holder from time to time;

Records Management

Maintain Trust and patient records (both paper and electronic) in accordance with Trust policies to facilitate clinical care and effective administration;

Freedom of Information

Provide advice and assistance to all persons who propose to make, or have made requests for information, and to ensure all requests for information are managed appropriately in accordance with Trust Freedom of Information procedures;

Standards of Professional and Business Conduct

The post-holder will be required to comply with the Trust's Standing Orders and Stranding Financial Instructions, and at all times deal honestly with the Trust, with colleagues and all those who have dealings with the Trust, including patients, relatives and suppliers. The post-holder will also be required to comply with the Code of Conduct for NHS Managers and/or the relevant professional Codes of Conduct;

Data Protection

Comply with Trust Policies and the Data Protection Act in all respects, with particular relevance to the protection and use of personal and patient information;

Security

Comply with Trust policies to ensure there is a safe and secure environment that protects patients, employees and visitors and their property, and the physical assets and the information of the organisation;

Smoking

This Trust operates a No smoking policy.

Mobility

This is a Trust Wide appointment and travel around the Trust may be required;

Flexibility

BSMHFT is currently working in a climate of great change within the NHS. It is therefore expected that all employees will develop flexible working practices both within the Trust on a cross-directorate basis, and across Trust's and other organisations to meet the challenges and opportunities of working within the new NHS, which could include taking on new and changing responsibilities, according to the needs of the directorate;

This job description is a reflection of the current position and a summary of the key tasks and may change in light of the developing organisation and in consultation with the post holder. It is the practice of the Trust to regularly examine employees' job descriptions and to update them to ensure that they relate to the job being performed or to incorporate whatever changes are being proposed. This procedure is jointly conducted by each manager and those working directly to him or

her. You will therefore be expected to participate fully in such discussions and in connection with them and to help re-write your job description to bring it up to date if this is considered necessary or desirable. The aim is to reach agreement on reasonable changes, but if agreement is not possible the Trust reserves the right to insist on changes to your job description after consultation with you;

Work will be managed rather than supervised;

Environment

BSMHFT is a major NHS Trust and we pride ourselves in the unique environment which exists for all employees. An environment where innovation is encouraged, hard work rewarded, and where our employees play an inclusive role in new developments;

Health and Safety

Staff must ensure that they are familiar with the requirements of the Health and Safety at Work Act (1974), the Trust's Health & Safety policies/codes of practice or regulations applicable to the work place.

Birmingham and Solihull Mental Health Foundation NHS Trust is a major NHS Trust located conveniently to the centre of Birmingham, as a Trust we pride ourselves on the unique environment, which exists, for all our staff.

An environment where innovation is encouraged, hard work rewarded and where our staff, play an inclusive role in new developments.

This job description is indicative only, and the post will continue to evolve as the Trust's priorities develop. It will therefore be revised in consultation with the post holder from time to time and not less than annually. You may also be required to provide cover in other areas following appropriate discussion.

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Job Description Agreement

Budget Holder **Signature**

..... **Name**

Post Holder **Signature**

..... **Name**

Date

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BIRMINGHAM AND SOLIHULL MENTAL HEALTH NHS FOUNDATION TRUST

PERSON SPECIFICATION

JOB TITLE: Chief Psychologist

<u>ATTRIBUTES</u>	<u>ESSENTIAL</u>	<u>DESIRABLE</u>	<u>HOW IDENTIFIED</u>
TRAINING AND QUALIFICATIONS 	<p>Satisfactory completion of an accredited Doctoral Level postgraduate professional training course in applied psychological practice, (such as the Doctorate in Clinical Psychology, or its equivalent for those trained prior to 1996), the completion of which includes the study of models of psychopathology, psychometric and neuropsychological assessment, two or more distinct psychological therapies and lifespan developmental psychology.</p> <p>Current registration with the HCPC as a Practitioner Psychologist or related applied Psychological professional</p>	<p>Post-doctoral training in one or more highly specialist areas of psychological practice.</p>	<p>Evidence of examination results and professional qualifications</p>
KNOWLEDGE AND EXPERIENCE 	<p>Assessed experience of working as a qualified psychological practitioner for a minimum of 8 to 10 years post qualification, including at least 2 to 4 years at Consultant level</p>	<p>Formal post qualification training in relevant management/leadership skills.</p> <p>Experience of the application of psychological practice in different cultural contexts.</p>	<p>Assessed by interview incorporating national assessors and references (in the case of new appointees).</p>

<p> </p> <p> </p> <p> </p> <p> </p> <p> </p>	<p>Experience of strategic and professional leadership and management as a very senior leader functioning to sub-executive level</p> <p>Experience of the multi-professional management of teams or services</p> <p>Experience of the professional and operational management of qualified and pre-qualified Practitioner Psychologists, Psychotherapists, Psychology Assistants, graduate and undergraduate students and other grades of staff within a psychology service.</p> <p>Experience of representing the psychological professions in policy and planning forums. Experience of highly specialist psychological assessment and treatment of service users across a range of care settings</p> <p>Experience of working with a wide variety of service user groups, with service users of all ages across the lifespan and of wide-ranging presenting problems that reflect the full spectrum of clinical complexity and severity.</p> <p>Experience of working therapeutically with service users with highly complex needs. Experience of teaching, training and supervision. Relevant post-qualification experience in supervision enabling the post holder to</p>	<p>Experience of working within a multicultural framework.</p> <p>Formal training in approaches to supervision</p>	<p>Assessed by interview, review of the post-holder's supervision and CPD records, references and as necessary the opinion of a national assessor (in the case of existing appointees).</p>
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	<p>independently supervise and manage psychological professions trainees in accordance with relevant criteria adopted by local University Psychology Training Course criteria</p> <p>Working knowledge of the PREVENT agenda</p>		
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<p>SKILLS</p>	<p>Advanced theoretical and practical knowledge of the fields of applied psychological practice consistent with doctoral level professional training and further post qualification study, training and supervised experience during a minimum of 8 to 10 years post-qualification practice.</p> <p>Skills in the use of highly complex methods of psychological assessment commensurate with doctoral level training, including specialist clinical interviewing, behavioural observation, complex psychometric testing and specialist neuropsychological testing.</p> <p>Able to use psychometric tests and psychological equipment in accordance with standardised timing, stimulus presentation and response monitoring requirements.</p> <p>Advanced skills, commensurate with doctoral level training and post qualification training and experience, in the formulation of highly complex problems from a psychological perspective and in the implementation of highly specialist psychological therapies, interventions and management techniques that are appropriate for use with highly complex presenting problems. Able to deliver established/evidenced based psychological therapy to fidelity.</p> <p>Highly developed interpersonal and communication skills (written and verbal) including the ability to</p>	<p>Highly developed and advanced knowledge of the theory and practice of specialised psychological therapies</p> <p>Highly developed and advanced knowledge of the theory and practice of specialised psychological therapies in 'difficult to treat' groups (e.g. personality disorder, psychosis, challenging behaviour, dual diagnoses, people with additional disabilities etc).</p> <p>Advanced level knowledge of the theory and practice of highly specialised psychological therapies and assessment methodologies.</p>	<p>Interview/ application form/ references (in the case of new appointees)</p>
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	<p>empathically, sensitively and effectively communicate clinical and condition related information to service users, their families, carers and professional colleagues (within and outside the NHS) that is extremely complicated or technical; extremely sensitive and potentially distressing to the recipient; or that is extremely contentious or challenging.</p> <p>When communicating with patients, carers and colleagues, has the high level interpersonal skills necessary to obtain and convey highly complex, sensitive or contentious information in emotionally charged and extremely emotive settings, in a manner that addresses and overcomes psychological resistance, hostility, antagonism, and problems of motivation and engagement, as well as barriers to understanding arising from cognitive, cultural or linguistic factors.</p> <p>Ability to respond safely to physical aggression and to promote personal safety and the safety of others, drawing on training in de-escalation and breakaway where provided.</p> <p>Skills in providing consultation and advice from a psychological perspective to members of other professional and non-professional groups. Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.</p>		
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	<p>Ability to provide plan, organise, conduct, manage, support and supervise clinical research. Ability to disseminate research findings and promote change in practice through relevant national and broader networks and forums.</p> <p>Ability to provide plan, organise and provide teaching and training on relevant psychological topics, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.</p> <p>Awareness and understanding of the differential needs of people from black and minority ethnic groups and of the service issues arising within a multicultural urban area.</p> <p>Knowledge of relevant legislation and DoH policy and implementation guidelines, and of the implications of such documentation for clinical practice and professional management, in relation to mental health in general and the service user group with which this post is concerned,</p> <p>Evidence of continuing professional development consistent with expected standards of the relevant professional oversight body e.g. British Psychological Society and it's relevant subdivisions</p> <p>Familiarity with the ethical and professional</p>		
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<p>standards expected of Psychological professionals as laid down in the relevant HCPC and professional body Code of Conduct, Ethical Principles and Guidelines</p>			
<p>QUALITIES</p>	<p>Evidence of strategic and professional leadership and management skills.</p> <p>Ability and willingness to champion the equality, diversity and inclusion agenda and anti-discriminatory practices particularly in relation to clinical practice and the experience of service users and staff</p> <p>Ability to interact effectively with staff from all disciplines.</p> <p>Ability to interact and to build and sustain relationships with people with mental health problems and associated disabilities.</p> <p>Is a 'team player' and has demonstrated ability to</p>	<p>Record of having published in either peer reviewed or academic or professional journals and/or books</p>	<p>Interview/ application form/ references (in the case of new appointees)</p>

	<p>work and deliver to team and organisational objectives</p> <p>Ability to contain and work with organisational stress and the ability to 'hold' the stress of others.</p> <p>Ability to maintain a high degree of professionalism, and to reflect on and manage own emotions and those of others, when faced by highly distressing material, problems and circumstances (e.g. when dealing with family breakdown, sexual abuse).</p> <p>Ability to maintain a high degree of professionalism, and to reflect on and manage own emotions and those of others, when faced by challenging behaviour, including verbal abuse and occasional threatened physical abuse.</p> <p>Ability to work independently, consistently reliably, and with initiative in circumstances where has discretion to work within policies, service principles, professional codes of practice and other appropriate parameters and to determine how objectives are best achieved.</p> <p>Adaptable and able to work flexibly when required (e.g. in the light of changing service priorities).</p> <p>Capacity for tolerating frustration, change and high levels of demand with an ability to work effectively under pressure.</p>		
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	<p>Ability to attend and concentrate in an intense and sustained manner on a frequent basis when using specialist and complex methods of psychological assessment and treatment, or when completing research activity.</p> <p>Capacity to sit in constrained positions for extended periods of time on a frequent basis during the completion of service user assessment and therapy.</p> <p>Commitment to the involvement of service users and carers on the development and delivery of mental health and other care services.</p> <p>Ability to travel between sites within the Trust as required.</p>		
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<p>OTHER</p>	<p>Ability to identify and to provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviour.</p> <p>Ability to accept and use supervision appropriately and effectively.</p> <p>Awareness and understanding of the purpose and mechanisms of clinical governance and an ability to employ such mechanisms to maintain and improve standards of clinical practice.</p> <p>Awareness differing models for the delivery of psychological services and ability to articulate the value added by clinical psychology within the context of multi-disciplinary mental health services.</p> <p>Awareness and thorough understanding of key issues for the psychological professions, including debates concerning 'new ways of working'.</p> <p>Awareness and thorough understanding of the political, social and economic policy framework within which health and mental health services are delivered and an ability to articulate and interpret clearly the role of the psychological professions within this context.</p> <p>A commitment to the evaluation of services and to the participation of psychological professions in multi-professional and uni-professional audit.</p>		<p>Interview/ application form/ references (in the case of new appointees)</p>
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	Commitment to working within a multicultural framework.		
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Prepared by: Dr Hilary Grant
Designation: Executive Medical Director
Date: December 2020
