

## JOB DESCRIPTION

<b>Job Title:</b>	Senior CBT Therapist / Clinical or Counselling Psychologist / Senior Accredited Counsellor
<b>Professionally Accountable To:</b>	Chief Psychologist, CNWL
<b>Managerially accountable to:</b>	Goodall Divisional Director
<b>Responsible to:</b>	Clinical and Operational Service Lead, CNWL Talking Therapies Service Hillingdon
<b>Responsible for:</b>	Specialist supervision and management of staff and trainees, operational service and staff management
<b>Band:</b>	Band 8a
<b>WTE:</b>	0.6 – 1.0wte
<b>Department:</b>	CNWL Talking Therapies Service Hillingdon
<b>Base:</b>	Beaufort House, Cricket Field Road, Uxbridge UB8 1QG; but the postholder will be required to work and be based throughout the catchment area and other sites in the community/catchment area, as appropriate
<b>Liaises with:</b>	Other Hillingdon Talking Therapies Service staff; Hillingdon secondary care MH staff and other staff from Hillingdon mental and physical health services including GPs; third sector colleagues and organizations

## **JOB SUMMARY**

The postholder will hold a clinical caseload including complex cases, support clinical staff through training, clinical supervision and line management, be responsible for leading on an area of service development and contributing to the management and operations of the Talking Therapies service. The postholder support the management team and the Clinical Lead in their roles and develop clinical expertise CBT / generic Counselling / an IAPT modality step 3 intervention, dependent on core training. To work within the framework of IAPT national requirements to provide specialist CBT / Counselling supervision across staff groups, as necessary.

The postholder will provide advice and consultation on clients' psychological care to non-psychologist colleagues and to other, non professional carers; will work autonomously within professional guidelines and the overall framework of the Trust and Service's policies and procedures. The postholder will utilise research skills for audit, policy and service development and research within the area served by the service.

The postholder for this position will work to one of the two following Lead roles:

**1. PUBLIC, PARTNERSHIP ENGAGEMENT LEAD** (Outreach, Groups, professional and public engagement).

This role involves innovative and active outreach to people in the community who either became visible during Covid as being hard to reach / engage and are therefore more vulnerable, also to develop new links with partner organizations in the voluntary, social and health sectors. The postholder will also devise and oversee the outreach and groups programmes, in support of existing groups as well as for the new outreach programme. The postholder will work closely with the Outreach, Groups and step 2 LTC lead and with the Leads for Step 2 and LTCs. Responsibilities of this Lead role:

- external partnership and public-facing development and engagement lead role
- initiate public engagement in line with target groups and service developments as identified by the Clinical Lead and management team
- develop and roll out comms to promote public engagement
- oversee, supervise and manage provision of Outreach workshops and groups
- oversee, supervise and deliver step 2 and 3 Groups programmes in the service
- identify training needs, deliver specialist group supervision
- monitor and report on access and recovery for groups

**2. PERFORMANCE, INNOVATIONS LEAD** (Data-led Performance and service delivery management and Innovation)

The growth and development of the service depends on managing our staff and clinical resources efficiently and effectively, as we grow and develop. This new role will support the management team and supervisors with reporting and oversight of targets and data. The postholder will also facilitate innovation, including digital solutions, to support the service to grow creatively and at the cutting edge.

- internal service-support and development lead role
- responsible for managing service delivery and staff performance, by reporting and using data
- responsible for reporting data trends, issues and innovations to Clinical Lead and CNWL Performance Lead
- lead on Innovations for service management and clinical provision and delivery, including digital innovation
- devise, provide and distribute reports as requested by management, clinical and admin staff including reports around access, capacity, performance, sickness, IAPTus and SilverCloud
- supporting management, leads and supervisors to manage / improve / deliver on capacity, performance, data compliance

**WORKING ENVIRONMENT**

The CNWL Talking Therapies Service Hillingdon provides a range of interventions to adults with common mental health problems and physical health long-term conditions. Hillingdon Talking Therapies works to the national IAPT programme with a model of stepped care treatment for Hillingdon residents. A range of psychological interventions are provided for those with mild to moderately severe mental health problems. Referrals are received from GPs and other mental health and community clinicians and professionals working to develop collaborative pathways between mental and physical health.

The catchment area of the post is the borough of Hillingdon. The main hubs for the service is based in central Uxbridge (Boundary House, Cricket Field Road) with a small secondary hub at Mt Vernon Hospital in Northwood. The postholder may be required to work in other parts of the catchment area and/or wider service, as necessary. Service provision is flexibly based in both General Practice and community settings. The postholder will also be expected to participate in extended hours clinics offered by the Hillingdon Talking Therapies Service, as required. This may mean working up to 8pm on one day per week.

## KEY RESULT AREAS

### Clinical:

1. To provide specialist psychological assessments of clients referred to the Hillingdon Talking Therapies Service at step 3 levels 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, 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 be responsible for implementing a range of psychological interventions for individuals, carers, families and groups, within and across Hillingdon Talking Therapies Service employed individually and in synthesis, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses.
4. To evaluate and make decisions about treatment options taking into account 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 integrate with the psychological formulation specialist knowledge of complex mental health disorders.
7. To understand the role of physical treatments for complex mental health disorders, and to offer appropriate advice to the patient, carers and clinicians in the light of such understanding.
8. To provide specialist psychological advice guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.
9. 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 serving the client group.
10. 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.
11. To act as care coordinator, ensuring the provision of a care package appropriate for the clients needs, coordinating the work of others involved with care, tasking responsibility for arranging CPA reviews as required and communicating effectively with the client, his/her family and all others involved in the network of care, and to monitor progress during the course of multi-disciplinary interventions.
12. 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.

13. To provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the Hillingdon Talking Therapies Service, where appropriate.
14. To assist in the coordination and management of departmental Waiting Lists.

### **Teaching, training, and supervision**

1. To receive regular professional supervision from the Hillingdon Talking Therapies Service Lead, and, where appropriate, other senior professional colleagues.
2. To gain additional highly specialist experience and skills relevant to a Lead Clinician's role, as agreed with the Service Lead.
3. To develop skills in the area of professional post-graduate teaching, training and supervision.
4. To provide supervision to experienced low and high intensity staff.
5. To provide clinical placements for trainees as appropriate, ensuring that trainees acquire the necessary skills, competencies and experience to contribute effectively to good mental health care and to contribute to the assessment and evaluation of such competencies.
6. To provide professional and clinical supervision of trainee and assistant clinical/counselling psychologists and high and low intensity therapists.
7. To contribute to the pre- and post-qualification teaching clinical staff, as appropriate.
8. To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.

### **Management, recruitment, policy and service development**

1. To contribute to the development, evaluation and monitoring of the Hillingdon Talking Therapies service 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 be involved in the management of the workloads of low and high intensity step 3 practitioners, within the framework of the team's policies and procedures.
4. To be involved, as appropriate, in the shortlisting and interviewing of low and high intensity step 3 staff.
5. The post holder will be required to attend and contribute to the regular professional meetings of the service and other Departmental meetings.

### **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 staff 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.
4. The post holder will be expected to work with the clinical lead and other appropriate staff on any such projects the service undertakes.

#### **IT responsibilities (other than those used for research)**

1. The post holder will input and maintain, appropriate computer and manual clinical records and statistical data and provide this to the Service Lead where appropriate.
2. The postholder will engage in relevant computer and IT training as required.
3. The postholder will be responsible for ensuring that those staff they are responsible for/supervise engage in relevant computer and IT training as required and will input and maintain, appropriate computer and manual clinical records and statistical data.

#### **General**

1. 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 postholder's professional and service manager(s).
2. To contribute to the development and articulation of best practice in psychology and relevant disciplines e.g. CBT and Counselling, within 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 CBT, Counselling and related disciplines.
3. 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, BACP, BPD, BABCP and other relevant bodies, as well as Trust policies and procedures.
4. 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.
5. To ensure that all relevant policies are adhered to.
6. To represent the Hillingdon Talking Therapies Service Clinical Lead when required to do so.
7. To work flexibly and respond to service needs accordingly e.g. with regard to cover Service Level Agreement arrangements

#### ***To be noted:***

- **This is not an exhaustive list of duties and responsibilities, and the postholder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.**
- **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 Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information, clinical governance including research governance.**

**PERSON SPECIFICATION**

	ESSENTIAL	DESIRABLE	HOW TESTED
<b>TRAINING &amp; QUALIFICATIONS</b>	<p>Doctoral level training in Clinical Psychology (or equivalent), including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology, as accredited by the BPS, or Doctoral level training in Counselling Psychology (or equivalent - masters level plus completed post qualification training).</p> <p>Or:</p> <p>Post-qualification training in Cognitive Behavioural Treatment (CBT)</p> <p>Or:</p> <p>Accredited Counsellor or Psychotherapist on the Accredited Counsellor register of the Professional Standards Authority AND Accredited in an IAPT modality CfD, DIT, Couples Counselling for Depression, BCT or IPT</p> <p>HCPC registration, if a practitioner psychologist</p> <p>Applicant must be fully accredited with the BABCP.</p>	<p>Pre-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology.</p> <p>Post-qualification training in specialized areas of step 3 provision e.g working in perinatal mental health, with long-term medical conditions or with older adults</p>	<p>Assessed by Application Form and documentation of qualifications</p>
<b>EXPERIENCE</b>	<p>Substantial post-qualification experience of working in an IAPT service with adults in the last 2 years, providing NICE compliant therapies</p> <p>Experience of operational management and service development within an IAPT service.</p> <p>Experience of specialist psychological assessment</p>	<p>Experience of organizing services to meet commissioning targets and operational objectives.</p> <p>Experience of the application of CBT or Counselling to different cultural contexts.</p> <p>Experience of carrying out psychometric assessments.</p> <p>Experience of working with</p>	<p>Assessed at interview by supervision record and references.</p>

	<p>and treatment of clients across a range of physical and mental health conditions and across care settings, including outpatient, community, primary care and in patient settings.</p> <p>Experience of working with a wide variety of client groups, across the whole life course presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.</p> <p>Experience of working in adult mental health services.</p> <p>Experience of interdisciplinary working within the NHS.</p> <p>Demonstrate further specialist training/experience through having received a minimum of 50 hours clinical supervision of working as a specialist clinical or counselling psychologist / HI CBT Therapist over a minimum of 2 years, or meeting the CPD requirements for ongoing accreditation with the relevant professional body, or an alternative agreed by the Chief Psychologist.</p> <p>Experience of supervising qualified IAPT clinicians within a clinical mental health service.</p> <p>Experience of teaching, training and/or supervision of staff from a range of clinical backgrounds.</p>	<p>people with long-term physical health conditions.</p> <p>Experience of working in perinatal mental health.</p> <p>Experience of working with older adults.</p>	
<p><b>KNOWLEDGE AND SKILLS</b></p>	<p>Skills in the use of complex methods of psychological assessment intervention and management frequently requiring sustained and</p>	<p>Knowledge of the theory and practice of specialized psychological therapies in specific difficult to treat groups (e.g. personality</p>	<p>Assessed at interview</p>



	<p>intense concentration.</p> <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 both within and outside the NHS.</p> <p>Skills in providing consultation to other professional and non-professional groups.</p> <p>Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology.</p> <p>Or: Post-Qualification practice of, and skills in, CBT and full accreditation as a CBT Therapist</p> <p>Or: Post-Qualification practice of, and skills in, Counselling and full accreditation as a Counsellor and in an IAPT modality</p> <p>Evidence of continuing professional development as recommended by the BPS, BACP, BPC and BABCP.</p> <p>Formal training in supervision of other psychologists and IAPT practitioners.</p> <p>Proven ability in carrying out clinical audits</p>	<p>disorder, dual diagnoses, people with additional disabilities etc). High level knowledge of the theory and practice of at least two specialised psychological therapies.</p> <p>Knowledge of legislation in relation to the client group and mental health.</p> <p>Experience of leading and carrying out research projects and interpreting data using statistical analyses.</p>	
<p><b>OTHER</b></p>	<p>Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.</p> <p>Ability to identify and employ</p>	<p>Experience of working within a multicultural framework.</p>	<p>Assessed by application and at interview</p>

	mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.		
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