

Job Description

Post Title	Trial Clinical Psychologist / Psychological Therapist
Directorate	Research & Innovation
Responsible to	Clinical Supervisor
Accountable to	Clinical Supervisor

Job Summary/Purpose

The post-holder is primarily responsible for delivering a novel Culturally-adapted Family Intervention (CaFI) to people of Sub-Saharan African and Caribbean origin diagnosed with schizophrenia and related psychoses and their families in the context of the NIHR HTA funded randomised controlled trial (RCT) of CaFI compared to treatment as usual. In addition, the post-holder may be involved in research dissemination activities, including contributing to academic publications. The post-holder will work within the policies, procedures and guidelines for the employing Trust.

The post-holder will work in a therapeutic dyad supported by a Co-Therapist to deliver the CaFI therapy as part of a research study. The post-holder will deliver CaFI in person, or online, or a combination of the two. Therapists will work with service users aged 14 and older and their families in inpatient and community settings across the Trust footprint. The successful candidate will receive regular clinical supervision from a Clinical Psychologist.

Training to deliver CaFI, including cultural awareness and familiarisation with the therapy manual and therapy delivery resources, will also be provided.

This flexible position can be completed alongside current roles or as Continuing Professional Development (CPD). We welcome applications from all communities. Candidates from African and Caribbean backgrounds and/or experience of working in these communities are encouraged to apply.

Main Duties & Responsibilities

Heading	Duty/Responsibility
Clinical	<p>To manage an independent caseload of clients and deliver CaFI to individuals and their families or other members of their support network, referred to below as Family Support Member (FSMs), in the context of the trial. To provide psychological assessment of service users based on the appropriate use, interpretation, and integration of psychological data from a variety of sources. This will include use of specific validated self-report measures, rating scales, observations, and interview.</p> <p>To provide regular therapy sessions (10 x 1-hour sessions) within the 20-week therapy window.</p> <p>To work within a culturally-sensitive framework.</p> <p>To undertake risk assessment and risk management for all service users, and to provide general advice to other professionals on psychological aspects of risk assessment and management.</p>

	<p>To communicate directly with service users, carers/relatives, and other healthcare professionals complex and potentially emotive information regarding the service user's condition, treatment and prognosis, subject to ethical boundaries of confidentiality.</p> <p>To liaise with colleagues to ensure the delivery of high-quality psychological care to service users.</p> <p>To update service users' clinical notes and electronic patient information systems, to complete trial measures and input data on to the trial database, and to provide written reports of assessment data and clinical intervention as required, in accordance with team standards and the Care Programme Approach.</p> <p>To undertake Trust mandatory training.</p> <p>To participate in regular appraisal, including the operation of a Personal Development Plan.</p> <p>To undertake such CPD activities as are required to maintain and enhance clinical skills necessary for the delivery of CaFI, e.g. completing CaFI therapist training, cultural competency and family work training.</p> <p>To receive regular clinical supervision and management from a senior staff member in accordance with good practice guidelines and following the CaFI trial protocol.</p> <p>To digitally-record therapy sessions required for fidelity checks.</p>
Human Resources	<p>To provide support to Co-Therapists in the context of the trial.</p> <p>To support management and delivery of training and supervision of other staff if required.</p>
Policy and Service Development	<p>To follow professional guidelines and standards, Trust policies, and team procedures, protocols, and guidance in completion of work tasks.</p>
Research and Development	<p>To contribute to clinical and service standards audit programmes, including provision of data for routine clinical outcomes evaluation.</p>
Information Technology and Resources	<p>To maintain up-to-date client contact input to the medical records system.</p> <p>To maintain accurate research records (including therapy session records for research purposes) and adhere to relevant information governance guidelines.</p>

	To provide such other statistical returns as may be required.
Financial and Physical Resources	To observe personal duty of care in relation to equipment and resources at work.
Trust Mandatory On-going Requirements - to be met by the candidate after commencing in post, these will not be assessed at the recruitment stage	<ul style="list-style-type: none"> • To undertake any other reasonable duty, when requested to do so by an appropriate Trust manager. • To understand and comply with all Trust policies, procedures, protocols and guidelines. • To understand the Trusts Strategic Goals and how you can support them. • To understand the need to safeguard children and vulnerable adults and adhere to all principles in effective safeguarding. • To carry out all duties and responsibilities of the post in accordance with Equal Opportunities, Equality and Diversity and dignity in care/work policies and principles. • To avoid unlawful discriminatory behaviour and actions when dealing with the colleagues, services users, members of the public and all stakeholders. • To access only information, whether paper, electronic, or in another media, which is authorised to you as part of the duties of your role. • Not to communicate to anyone, inside or outside the NHS, information relating to service users, services users, staff, contractors or any information of a commercially sensitive nature, unless done in the normal course of carrying out the duties of the post and with appropriate permission. • To maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately, appropriately and kept up to date. • To ensure their day-to-day activities embrace sustainability and reduce the impact upon the environment by minimising waste and maximising recycling; saving energy; minimising water usage and reporting electrical faults, water leakages or other environmental concerns to the facilities department or their line manager. • To take reasonable care of the health and safety of yourself and other persons. • To contribute to the control of risk and to report any incident, accident or near miss. • To protect service users, visitors and employees against the risk of acquiring health care associated infections. • To take responsibility for your own learning and development by recognising and taking advantage of all opportunities to learn in line with appraisal and supervision.

Further Information for Post-holder(s)

This job description is not exhaustive, but is intended to give an overall picture of the role. Other duties within the general scope of the post may be required from time to time. The duties of the post and job description can be reviewed through the agreed process. All information obtained or held during the post-holder's period of employment that relates to the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.

All Trust sites have been designated no-smoking areas. The post-holder is therefore advised smoking is not permitted within the hospital premises or grounds or whilst representing the Trust in the course of their duty. While the Trust will not discriminate in relation to employing smokers, all prospective employees should be aware of this policy

PERSON SPECIFICATION

JOB TITLE: Trial Therapist/Clinical Psychologist

REQUIREMENTS	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Education & Qualifications			
A good undergraduate degree (2.1 or higher) in psychology or related subject	✓		Application form and qualification certificates
A postgraduate doctoral level training in clinical psychology as accredited by the BPS (and Health and Care Professions Council registration as a Clinical Psychologist), or a mental health qualification in conjunction with a postgraduate diploma in family therapy Or A relevant PG diploma or Masters and to be an accredited in CBT or Family Therapist practitioner or evidence that you meet accreditation criteria	✓		
Experience			
Experience of specialist psychological assessment, formulation and treatment of clients in adult mental health care settings	✓		Application form and interview
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	✓		

REQUIREMENTS	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Experience of working in culturally-sensitive ways	✓		
Experience of working with people of African and or Caribbean backgrounds		✓	
Experience of providing family therapy to clients with severe mental health problems	✓		
Experience of working in mental health services where multi-disciplinary working is integral to service delivery	✓		
Experience of involvement in clinical or healthcare research		✓	
Skills, Knowledge & Special Aptitudes			
Evidence of high level of general clinical skills	✓		Application form and interview
Evidence of working with African and/or Caribbean people experiencing psychosis		✓	
Excellent communication skills both written and verbal	✓		
Excellent time management and organisational skills	✓		
Ability to work creatively, co-operatively, reliably and consistently both as an independent practitioner and in multi-disciplinary and team settings	✓		
Ability to prepare and present research reports and presentations	✓		
Shows insight and empathy with client group	✓		
Shows evidence of knowledge and expertise into the issues of providing psychological therapy for service users with severe mental health problems	✓		
Knowledge and experience of delivering Family Interventions	✓		
Ability to interact appropriately with service users experiencing psychosis, their carers and relatives, and their social networks	✓		
Interest in working with people experiencing psychosis	✓		
Good IT skills	✓		
Personal Qualities			
Demonstrably respectful approach to service users, carers, colleagues and other professional contacts	✓		All application form and interview
Ability to work with regular clinical supervision	✓		

REQUIREMENTS	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Excellent interpersonal skills	✓		
Ability to tolerate interpersonally demanding situations	✓		
Ability to act appropriately in potentially stressful situations	✓		
Attention to detail	✓		
Ability to work under pressure and meet strict deadlines and prioritise accordingly	✓		
	✓		
Ability to maintain high standards of integrity and confidentiality	✓		
Other The post-holder must be assessed by Occupational Health as having a level of fitness to carry out duties/tasks after reasonable adjustments under the terms of the Disability Discrimination Act 1995 have been made	✓		
Committed to supporting service user involvement in research	✓		
Comfortable providing therapy to participants in NHS and community settings, including their homes if required	✓		
The post-holder must have a reliable method of travel. There may be a requirement to travel across the wide footprint of the Trust and University of Manchester to attend meetings and events relevant to the role	✓		