

**MAUDSLEY HEALTH  
 JOB DESCRIPTION  
 Practitioner Psychologist**

<b>Job Title</b>	<b>Consultant Psychologist</b>
<b>Grade</b>	<b>Agenda for Change Band 8c</b>
<b>Hours per week</b>	<b>40</b>
<b>Department</b>	<b>Adult Mental Health, Maudsley Health</b>
<b>Location</b>	<b>Abu Dhabi</b>
<b>Reports to</b>	<b>Service Director</b>
<b>Professionally accountable to</b>	<b>Lead Psychologist CAMHS CAG (TBC)</b>

**Working Relationships:**

<b>Daily</b>	<b>Weekly/Monthly</b>	<b>As necessary</b>
<ul style="list-style-type: none"> <li>• Multidisciplinary Team</li> <li>• Consultant staff</li> <li>• Administration staff</li> <li>• Professionals and other agencies working with service users</li> </ul>	<ul style="list-style-type: none"> <li>• Lead Clinician</li> <li>• Chief Medical Officer</li> <li>• Clinic Manager</li> <li>• Supervisor</li> <li>• Service Director</li> </ul>	<ul style="list-style-type: none"> <li>• South London &amp; Maudsley NHS Foundation Trust Staff</li> <li>• Members of relevant professional networks</li> <li>• Researchers/Educators</li> <li>• Trainers</li> </ul>

**Job Purpose:**

- To provide clinical expertise within the adult mental health team based in Abu Dhabi. The post holder will be expected to deliver effective, highly specialist assessments and treatments in accordance with UK and UAE guidance and professional regulatory bodies in conjunction with other members of the multidisciplinary team. The service will encourage special interest areas and support development of areas of expertise.
- The post holder will be directly involved in assessment and management of cases, particularly complex cases and will be expected to provide expert clinical input.
- To contribute to enabling other staff, service users and carers from diverse backgrounds to flourish by working to create a psychologically safe environment.
- To ensure the conduct of research, service evaluation and audits relevant to the service and the CAG research agenda.
- To be responsible for the good clinical governance, quality and appropriateness of the work of psychologists in the service.
- To work as an autonomous professional within BPS and HCPC guidelines and codes of conduct, and guided by principles and policies or procedures, and interpret these and be responsible for their implementation within the service area of responsibility.

## **Relevant Information about the Trust and/or the area of work:**

### **MAUDSLEY HEALTH**

South London and Maudsley NHS Foundation Trust has set up Maudsley Health, Abu Dhabi, to develop services in the Middle East, in conjunction with Macani. Ambitious development plans are in the process of being developed and the service will grow geographically and clinically in a planned way.

The service in Abu Dhabi provides the highest quality evidence based assessment and treatment services. The Core Clinical Team is permanently based in Abu Dhabi with additional specialist input from visiting specialist teams and individuals. Access to all the SLAM highly specialist CAMHS services is available in the UK. Staff training and development is expected to take place both in Abu Dhabi and at the Maudsley Hospital's key clinical sites.

### **THE SOUTH LONDON AND MAUDSLEY NHS FOUNDATION TRUST**

The South London and Maudsley NHS Foundation Trust is part of King's Health Partners Academic Health Sciences Centre (AHSC), which includes seven hospitals and over 150 community based services. It is responsible for seeing 2 million patients each year, has 25,000 employees and 19,500 students, and a £2 billion annual turnover. It brings together the best of basic and translational research, clinical excellence and world-class teaching to deliver ground breaking advances in physical and mental healthcare. See [www.kingshealthpartners.org](http://www.kingshealthpartners.org)

The South London and Maudsley NHS Foundation Trust is committed to innovation, effective interventions and improved service user outcomes. The Trust has a broad range of staff in all disciplines with the widest range of skills and interests that provides many opportunities for new consultants to thrive and develop. It provides mental health and substance misuse services to the people of Lambeth, Southwark, Lewisham and Croydon, as well as substance misuse services for people in Bexley, Greenwich and Bromley. We also provide specialist services to people from across the UK. In addition the CAMHS CAG provides services internationally, including in the Middle East.

The Trust has close links in education and research with the Institute of Psychiatry and Guy's, King's and St Thomas' School of Medicine, both of which are part of King's College London. This close collaboration involves working to ensure that developments and research feed directly into clinical practice. It's academic links with King's College, London, which also include the Nightingale Institute and South Bank University, enables us to ensure that our health care staff receive high quality clinical training at both pre-qualification (or registration) stage and in specialist skills (post qualification).

The Trust is committed to managing and developing a range of mental health services, working closely with users and carers; Specialist Commissioning Groups; our partner local authorities; Clinical Commissioning Groups and NHS Trusts. Services are primarily focused on people with severe and enduring mental illness. In addition, it promotes good mental health, early intervention to prevent more serious problems and provides support to primary care in dealing with people with less severe problems.

The Trust has a strong community focus and our services are provided in a wide range of settings including people's own homes, GP practices, day centres, residential and nursing homes, prisons and hospitals. The Trust's core value states that 'everything we do is to improve the experience of people using our services and to promote mental health and wellbeing for all'.

The Executive Directors of the Trust include Dr Matthew Patrick, Chief Executive Officer; Dr Michael Holland, Medical Director; Gus Heafield, Chief Finance Officer; Beverley Murphy, Executive Director of Nursing; Kristin Dominy, Chief Operating Officer. Executive Directors not represented on the Board include the Director of HR, the Director of Strategy and Commercial and the CAG Directors.

## **INSTITUTE OF PSYCHIATRY, PSYCHOLOGY AND NEUROSCIENCES**

The Institute of Psychiatry is a postgraduate Medical School of the King's College London. It carries out an extensive programme of teaching and research in basic, behavioural and social sciences. The three complementary roles of the Institute of Psychiatry are: to offer advanced university training for psychiatrists, psychologists, neurologists and other scientific and paramedical workers; to pioneer research into new and improved ways of understanding and treating mental illness and brain disease; and to assist with the provision of high standards of treatment and care to the patients of South London and Maudsley Hospital Trust and other hospitals with which the Institute is associated.

GKT Medical and Dental Schools are both undergraduate and postgraduate Schools of King's College London. The academic departments of both institutions have recently merged to form a single department based within the Institute of Psychiatry structure, but combining the responsibilities held by each department. The combined University Department of Child Psychiatry, along with the Social, Genetic and Developmental Psychiatry Research Centre, based at the Institute of Psychiatry, constitutes the country's major grouping of researchers in the field of developmental psychopathology. There is extensive collaboration with other research groups both within the Institute and elsewhere in the UK and abroad. There is an active programme of research seminars and discussions.

### **SLAM & THE CHILD AND ADOLESCENT CLINICAL ACADEMIC GROUP (CAG)**

The Child and Adolescent Mental Health Services (CAMHS) are managed within a single structure, the CAMHS Clinical Academic Group, with the Service Director, Jo Fletcher, Academic Lead Professor Emily Simonoff and Clinical Director, Dr Bruce Clark as CAG co-leads with Kings Health Partners. Each service within the CAG has a Lead Clinician and Service Manager.

South London and Maudsley NHS Trust has the most comprehensive child and adolescent mental health service in the country. The Child and Adolescent Mental Health Service Clinical Academic Group operates across the Trust and has a budget of circa £40 million. The CAG provides local child and adolescent mental health services in the London Boroughs of Lambeth, Southwark, Lewisham and Croydon as well as a National and Specialist outpatient services and five inpatient wards, including inpatient and adolescent intensive community liaison services in Kent. The CAMHS CAG also has responsibility for Maudsley Health, Abu Dhabi.

The CAMHS CAG provides mental health services for children and young people with emotional, behavioural, psychiatric and neurodevelopmental problems. Our services cover a range of inpatient, outpatient and community based resources delivering care to local and national patients. We aim to utilise the skills, experience and commitment of our clinicians to provide first class, effective, safe and innovative care in community borough based and national and specialist inpatient, outpatient and day patient multidisciplinary teams.

### **Key Responsibilities:**

#### **Clinical**

1. To provide expertise and contribute to the provision of a specialist mental health service in the UAE. This will include a real awareness and understanding of cultural differences and expectations of others.
2. To provide highly specialist psychological assessments, formulations and interventions for clients in the service at levels expected of a psychologist who has achieved the equivalent of a PG Diploma-worth of post-qualification specialist development.
3. To select and administer highly specialist psychological assessments, interpreting and integrating highly complex data drawn from several sources.
4. To be able to supervise others in administration of neuropsychological and psychometric tests.
5. To provide succinct psychological reports, including relevant formulation, opinion and interventions, in order to inform referrers and service users.

6. To respond appropriately and professionally to emotionally distressing situations (e.g. challenging behaviour and disclosure of abuse) and to support others involved in such situations.
7. To select and deliver evidence based psychological treatments, monitoring outcome and modifying and adapting interventions, drawing on a range of theoretical options.
8. To work as an independent and autonomous professional within BPS, Health and Care Professions Council (HCPC) and UAE, standards and guidelines, including legal requirements and also, the policies and procedures of the service, taking full responsibility for own work including treatment and discharge decisions.
9. To assess and monitor risk and draw up appropriate risk management plans.
10. To travel to home visits, meetings, placements, as appropriate and across the region when required.
11. To take a lead role in the effective and integrative working of the psychology component of the service and ensure a psychologically informed framework for the service demonstrating use of best evidence. To ensure the further development of care pathways and the use of them within the service.
12. To communicate skilfully and sensitively highly complex information (working with translators when appropriate) to patients and professionals, taking account of sensory and cultural barriers to communication.
13. To act as care co-ordinator/keyworker for patients as agreed within the service, taking responsibility for care planning and reviews as appropriate.
14. To work collaboratively as agreed with psychiatric inpatient services, both in the UAE and internationally, most likely London.
15. To be aware of risk relating to aggressive and challenging behaviour amongst the client group, and follow trust and related policies relating to its management.

### **Teaching, Training & Supervision**

1. To ensure appropriate systems for the clinical and professional supervision and appraisal of psychologists within the service.
2. To provide professional and clinical supervision to junior psychologists for all aspects of their work.
3. To be responsible for planning, organising, and the delivery of teaching and training of post-qualification psychologists and specialist training to other professions within your service area as agreed.
4. To provide supervision for the psychological work of other multi-disciplinary staff as appropriate.
5. To receive regular clinical and professional supervision according to HCPC, BPS and Trust guidelines.
6. To investigate the possibility of psychology trainees from schemes currently in place working with SLaM, being placed within this service, working with the CAG Lead Psychologist.

### **Management, Recruitment, Policy & Service Development**

1. To be responsible for the professional leadership/management and appraisal of less senior psychologists, assistant psychologists and management of other professionals, as required.
2. To initiate and implement service developments, as agreed by the line manager, within the service to improve the quality of delivery of relevant psychology services.
3. To contribute to Trust and CAG strategic development and implementation of new initiatives e.g. national guidelines including NICE, through membership of committees and/or working parties as required.
4. To advise both service and professional management on factors adversely affecting service delivery and staff retention.
5. To be responsible for managing the psychological resources available to the service both in terms of professional management of psychological staff and psychological materials employed in the assessment and treatment of clients.

6. To advise and participate in the recruitment process of psychology and other staff as required, in line with service policy and practice.
7. To promote the consultation and engagement of service users and carers in planning and developing services.
8. To take a significant role in ensuring that services to clients are of a high quality and are managed efficiently, according to the overall requirements of the Trust and relevant policies, procedures and legal frameworks.
9. To be responsible for applying Trust and CAG clinical governance standards within the specialty psychological services and ensure that these are maintained and improved through audit procedures.

### **Research & Service Evaluation**

1. To contribute to the development of services through initiating, undertaking and supervising complex service evaluation and audit as agreed with the line manager and lead clinician, collaborating with the service Research, Education and Training Lead.
2. To initiate appropriate and agreed research and provide research advice and supervision to other staff undertaking research within the service.
3. To initiate the development of outcome measurement, assessment/implementation and assist other staff in the implementation of same.
4. To disseminate research and service evaluation findings through presentations and published articles and ensure such practice by other psychologists as agreed with the Lead Clinician and CAG Directors.
5. To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members.

### **General Responsibilities**

1. To ensure own Continuing Professional Development in line with HCPC, HAAD and Trust Personal Development Plan requirements.
2. To maintain an up-to-date knowledge of current developments in professional and clinical practice and of relevant legislation and policies.
3. To comply with the HCPC 'Standards of Conduct, Performance and Ethics' and ensure professional development in line with the HCPC 'Standards for Continuing Professional Development' and in line Standards of Proficiency. To adhere to the BPS Psychology's Professional Practice Guidelines, Trust and UAE requirements.
4. To ensure via service design, supervision and appraisal, that the provision of psychological therapies within the service are accessible and acceptable to all sections of the diverse communities that make up the catchment area.

### **Person Specification: Essential**

#### **Qualifications and Professional Registration**

- Entry-level qualification in Applied Psychology (professional Doctorate, or combination of MSc plus PG Diploma level additional training) that has been accepted by the HCPC for purposes of professional registration; Clinical psychologist: Doctorate in Clinical Psychology or equivalent; Counselling psychologist: Doctorate, or MSc and PG Diploma in Counselling Psychology. **(A/I)**
- Additional training beyond entry-level qualification in a specialised area of psychological practice through formal post-qualification training (PG Diploma or equivalent), OR a combination of specialist short courses and/or an evidenced portfolio of supervised practice-based learning in a specialist area of clinical practice, assessed by a BPS National Assessor and an experienced clinical supervisor to be of equal level to a Postgraduate Diploma or higher. **(A/I/R)**
- Completed training course in clinical supervision. **(A/I/R)**
- Registered with the HCPC as Practitioner Psychologist, and evidence of continuing professional development as required by the HCPC. **(A/I)**

**Knowledge**

- Evidence of having completed KSF outline at second gateway level for Band 8B. **(A/I/R/E)**
- Advanced knowledge of the theory and practice of specialised psychological therapies delivered in Adult Mental Health Services. **(A/I/R)**
- Advanced theoretical knowledge of psychopathology and the evidence base for the relevant treatment. **(A/I/R)**
- Advanced knowledge of psychological assessment and clinical psychometrics. **(A/I/R)**
- Knowledge of legislation in relation to the client group and mental health issues, child and adult protection, and equalities. **(A/I/R)**
- Doctoral level knowledge of psychological research methodology and complex statistical analysis. **(A/I/R)**
- Knowledge of factors affecting acceptability and accessibility of mental health care. **(A/I/R)**

**Experience**

- Evidence of having worked as a clinical specialist under supervision and having acquired the minimum level of knowledge and skills equivalent to Second Gateway Band 8B. **(A/I)**
- Experience of specialist psychological assessment and treatment of clients with a range of psychological needs of a complex nature. **(A/I)**
- Experience of supervising assistant and trainee psychologists having completed the relevant training. **(A/I)**
- Experience of providing teaching and training to psychologists or other professional groups. **(A/I)**
- Post-qualification experience that supports working with, and addressing issues of, diversity within local communities. **(A/I)**
- Experience of carrying out post-doctoral research, audit or service evaluation projects. **(A/I)**
- Experience of proposing and implementing service development projects within own service area. **(A/I)**
- Experience of participation in recruitment **(A/I)**
- Record of publications in either peer reviewed, academic or professional journals/books **(A/I/R)**

**Skills**

- To deliver psychological therapy across cultural and other differences. **(A/I/R)**
- To select and administer specialist psychological assessments, interpreting and integrating complex data that require analysis, interpretation and comparison, drawn from several sources, on which expert opinion may differ. **(A/I/R)**
- To communicate skilfully and sensitively complex and sensitive information with clients, carers and colleagues overcoming barriers to communication including sensory, and emotional difficulties, cultural differences and hostility to or rejection of information. **(A/I/R)**
- Advanced practitioner and supervisory skills in at least one model of psychological therapy. **(A/I/R/E)**
- To be expert in the skilled administration of psychometric tests, including skilled manipulation of test materials; and to be able to supervise others in administration of psychometric tests. **(A/I/R)**
- Well-developed consultation skills to work with the multi-professional team or other professional groups. **(A/I/R)**
- Well-developed IT skills including entry and analysis of research data and for teaching purposes. **(A/I/R)**
- Skills in providing teaching and training to other professional groups **(A/I/R)**
- Well-developed consultation skills to work with the multi-professional team or other professional groups. **(A/I/R/E)**

**Abilities**

- Ability to work effectively within a multi-disciplinary team, contributing to effective team functioning and holding team roles. **(A/I/R)**
- Ability to identify and employ mechanisms of clinical governance as appropriate. **(A/I/R)**
- Ability to develop and use complex multi-media materials for presentations in public, professional and academic meetings **(A/I/R)**
- Ability to work effectively within a multi-disciplinary team, hold leadership role and contribute to effective team functioning. **(A/I/R/E)**

- Ability to work as an autonomous practitioner with appropriate level of clinical and managerial supervision. **(A/I/R/E)**
- Ability to manage emotionally stressful situations such as working with victims of abuse or trauma, or with people who engage in severe self-harming or aggressive behaviour. **(A/I)**
- Ability to manage verbal aggression and hostility directed at self. **(A/I)**

#### **Other**

- Commitment to continuing professional development, to partnership working and to reflective clinical practice.
- Commitment to remain registered with the HCPC.
- Willingness to have a basic understanding of different cultures and learn basic Arabic language.