

**MAUDSLEY HEALTH  
JOB DESCRIPTION  
Clinical Psychologist**

<b>Job Title</b>	<b>Clinical Psychologist (AMH)</b>
<b>Grade</b>	<b>Agenda for Change Equivalent Band 8b</b>
<b>Hours per week</b>	<b>40</b>
<b>Department</b>	<b>Maudsley Health, Abu Dhabi</b>
<b>Location</b>	<b>Abu Dhabi but travel may be required</b>
<b>Reports to</b>	<b>Consultant Clinical Psychologist</b>
<b>Responsible for</b>	<b>Junior Psychologists as required</b>
<b>Professionally accountable to</b>	<b>Head of Psychology, CAMHS CAG, SLAM</b>

**Working Relationships:**

<b>Daily</b>	<b>Weekly</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>• Clinic Manager</li> <li>• Supervisor</li> </ul>	<ul style="list-style-type: none"> <li>• Chief Medical Officer</li> <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 develop, co-ordinate and ensure the systematic provision of a psychology service as agreed with the senior management team and to personally provide highly specialist 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 provide clinical supervision and consultation as appropriate, functioning as a lead specialist in a specialist area.
- To ensure that systems are in place and working effectively for the clinical and professional supervision and support of other psychologists within the service.
- To undertake service evaluation, audit, research and policy development.
- To work as an autonomous professional within BPS and HCPC guidelines (or equivalent in country of origin) and codes of conduct, and guided by principles and policies or procedures of the service, taking responsibility for interpreting policies within defined parameters.
- To agree outcomes/results with clinical/professional lead and to decide how they are best achieved.

**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:**

#### **KR 1 Clinical and client care**

- To develop, co-ordinate and ensure the systematic provision of a highly specialist psychology service within the team.
- To provide highly specialist psychological assessments, formulations and interventions for clients in the team including at levels expected of a psychologist who has achieved the equivalent of a PG Diploma-worth of post-qualification specialist development.
- To provide culturally appropriate psychological interventions with carers or families of referred clients when required. To communicate skilfully and sensitively highly complex and sensitive information to service users and their families taking account of sensory and cultural barriers to communication.
- To assess and monitor risk and draw up appropriate risk management plans.
- To act as care co-ordinator taking responsibility for initiating planning and reviewing care plans, care co-ordination and meetings.
- To select, administer and interpret psychometric and neuropsychological tests, requiring skilled manipulation of test materials and interpretation and integration of complex data.
- To provide psychological reports, including relevant formulation, opinion and interventions.
- To select and deliver highly specialist evidence based psychological treatments, monitoring outcome and modifying and adapting interventions, drawing on a range of theoretical models.

#### **KR 2 Responsibilities for team or service clinical functioning**

- To co-ordinate (and chair) meetings for the team to ensure effective functioning and review of psychology provision, when appropriate
- To take a lead in ensuring a psychologically informed framework for the team.
- To take a lead in developing the team's delivery of accessible and acceptable services to diverse local communities.
- To be proactive in challenging discrimination and support the development of culturally competent services.
- To advise other members of the service on specialist psychological care of clients.
- To liaise with referrers and other professionals concerned with clients in order to develop and review care plans.
- To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.

#### **KR 3 Policy and service development**

- To follow policies and procedures in own area of work.
- To identify any aspects of the psychology provision which could be improved and propose changes to practices or procedures that affect the team and may also affect other services.
- To initiate and implement service development projects, as agreed with clinical/professional lead.
- To participate in the ongoing implementation of new initiatives (e.g. national guidelines) across relevant services.
- To lead the consultation and engagement of service users in planning and delivering services which meet the needs of local communities.

#### **KR 4 Care or management of resources**

- To take care of, and use carefully, the service's equipment and physical resources.
- To ensure that there are sufficient resources by estimating future needs and requesting supplies as needed.

#### **KR 5 Management and supervision**

- To provide clinical leadership to more junior psychologists, psychotherapists and other professionals, as appropriate.
- To be responsible for the allocation and/or clinical supervision of the work of more junior psychologists.
- To supervise trainee applied psychologists within own area of specialism.
- To contribute to the appraisal of more junior psychologists, as appropriate.
- To contribute to the recruitment of more junior psychologists, as appropriate.

#### **KR 6 Teaching and training**

- To undertake occasional teaching and training of pre and post- qualification psychologists and specialised training to other professions as appropriate.
- To contribute to the development of the knowledge and skills base within the team by maintaining an active awareness of current developments in psychology and by implementing knowledge gained in practice.
- To disseminate research and service evaluation findings through presentations and published articles.

#### **KR 7 Record-keeping and information governance**

- To ensure that all information generated by own work is recorded as required by service policies and local procedures.
- To ensure the highest standards of clinical record keeping and report writing, according to professional and service guidelines, including electronic data entry, in those parts of the service for which the post-holder has leadership responsibility.

#### **KR 8 Research and development**

- To initiate, undertake, support and supervise regular complex service evaluation and audits.
- To initiate and carry out appropriate research *as agreed* with supervisor and senior management team.
- To provide expertise in a specialist research area, which will contribute to the team.
- To initiate and implement the development of outcome measurement and assessment and assist other staff in the implementation of same.

#### **KR 9 Maintaining professional standards and continuing professional development**

- To receive regular clinical and professional supervision from a more senior psychologist according to service guidelines.
- To ensure own Continuing Professional Development in line with HAAD licence requirements, BPS\* and Personal Development Plan requirements and the HCPC\* 'Standards for Continuing Professional Development'.
- To maintain an up-to-date knowledge of current developments in professional and clinical practice and of relevant legislation and policies.
- To comply with the HCPC\* 'Standards of Conduct, Performance and Ethics' and 'Standards of Proficiency', and ensure professional development in line with these.
- To adhere to the BPS\*'s Professional Practice Guidelines and service policies and procedures.
- To ensure that all psychology and psychotherapy staff for whom the post-holder has leadership responsibility, maintain professional standards and continuing professional development.

*\*(or equivalent governing/representative bodies in country of origin)*

#### **KR10 General**

- To travel to meetings, home visits and training venues as appropriate and when required.

- To be aware of risk relating to aggressive and challenging behaviour amongst the client group, and follow service policies relating to its management.
- To respond appropriately and professionally to emotionally distressing situations and to support others involved in such situations.
- To work flexibly which will include offering a regular commitment to late clinics and Saturday working, within the overall Job Plan.
- Sound time management and organisation skills.
- To demonstrate an enthusiastic, professional and committed approach to clinical, professional and service matters.

## **Person Specification: Essential**

### **Qualifications and Professional Registration**

- Clinical psychologist: Doctorate in Clinical Psychology or equivalent
- Additional training in a specialised area of psychological through formal post-qualification training (PG Diploma or equivalent), OR a combination of specialist short courses, or an evidenced portfolio of supervised practice-based learning in a specialist area of clinical practice, assessed by an experienced clinical supervisor to be of equal level to a Postgraduate Diploma. **(A/I/R)**
- Completed training course in clinical supervision. **(A/I/R)**
- Registered with the HCPC as Practitioner Psychologist (or equivalent in country of origin), and evidence of continuing professional development. **(A/I)**

### **Knowledge**

- Highly developed knowledge of the theory and practice of specialised psychological therapies for Adults. **(A/I/R)**
- Advanced theoretical knowledge of psychopathology and the evidence base for the relevant treatment of Adults. **(A/I/R)**
- Advanced knowledge of psychological assessment and clinical psychometrics of Adults. **(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 in Adult Mental Health Settings. **(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)**
- 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)**
- 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)**
- 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)**
- To plan and schedule assessment and interventions for individual clients and groups and carers, and to organise meetings such as CPAs and case reviews, and joint activities with staff of partner agencies. **(A/I)**
- To plan projects and work schedules for groups of psychologists. **(A/I)**

- 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)**
- Well-developed IT skills including entry and analysis of research data. **(A/I/R)**
- Skills in providing teaching and training to other professional groups **(A/I/R)**.

#### **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 maintain concentration and to remain in restricted positions for long periods during observations, assessments and psychological interventions, and to deal with unexpected interruptions or changes during these. **(A/I)**
- 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)**

#### **Person Specification: Desirable**

- The ability to speak fluent Arabic and practice in Arabic is desired.