

Job Description



Job title: Clinical Psychologist

Department: Client Services

Reporting to: Skylight Clinical Psychologist (Band 8b)

Managerial Accountability: Skylight Clinical Psychologist (Band 8a)

Professional Accountability: Skylight Clinical Psychologist (Band 8a)

Salary: NHS grade 8a equivalent

Hours: 28 hours per week

Location: Crisis Skylight Newcastle

Contract type: Permanent

Aim and influence

- To provide specialist psychological assessment and therapy for clients that contributes to ending their homelessness
- To provide training, advice and consultation on clients' formulation and psychological management to non-psychological colleagues
- To promote and support Psychologically Informed Environments and Approaches

Reflective Supervision

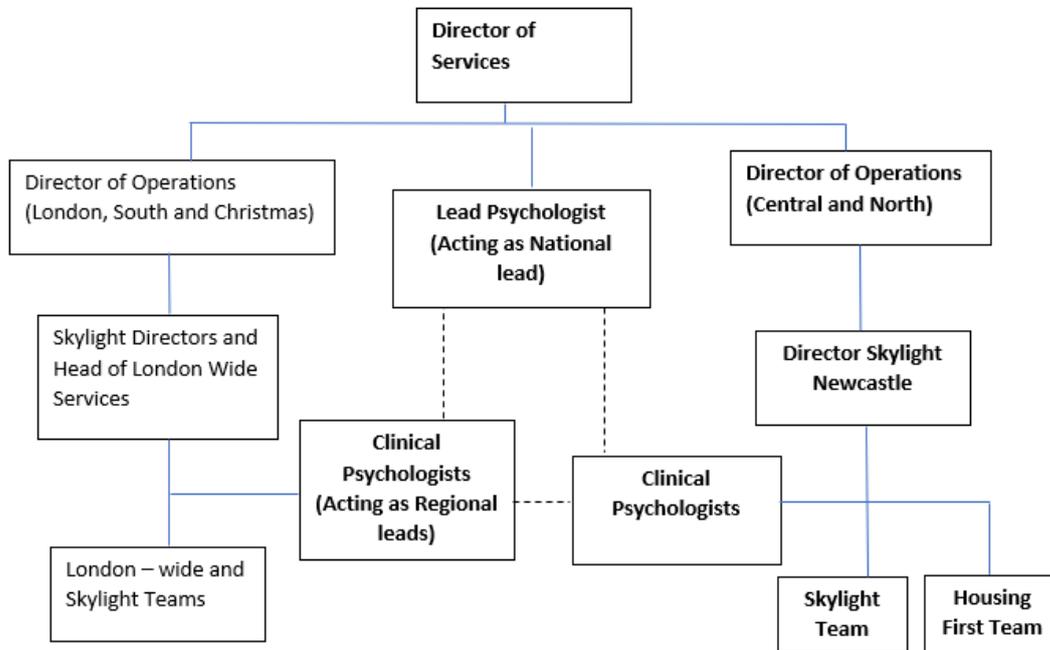
- Facilitation of client-focused group reflective practice
- Facilitation of team-based group reflective practice

Other key details

- Some evening work may be required and time off in lieu will be given in accordance with Crisis TOIL policy
- A satisfactory enhanced disclosure from the Disclosure and Barring Service is required
- Up to four days working from home may be considered in line with Crisis' homeworking policy



Organisational Chart



The structure indicates the managerial, clinical and professional accountabilities to the Clinical Psychologist (acting as Regional Leads) and peer supervision/communities of practice within Crisis.

Line management supervision will be provided monthly.

In addition, we will provide access to monthly clinical supervision which may be externally sourced where appropriate.

All structures are kept under review to ensure they meet operational and professional requirements.

Please note structure is subject to change

Job responsibilities

Therapy

- To practice applied psychology as an autonomous Health and Care Professionals Council (HCPC) registrant at a specialist level, employing methods based upon evidence-based practice.
- To provide specialist psychological assessments of clients referred to and within the team based upon the appropriate use, interpretation and integration of psychological data from a variety of sources including self-report measures, rating scales, direct and indirect structured observations.
- To formulate and implement plans for the management of a client's mental health problems, based upon an appropriate conceptual framework of the client's problems, and employing methods of proven efficacy and to share those formulations with others to enable psychological explanations of factors implicated in accommodation maintenance and loss.
- To evaluate options for intervention taking into account theoretical and therapeutic models and highly complex factors concerning biopsychosocial and historical processes that have shaped the individual.
- To undertake risk assessment and risk management for individual clients and to provide general advice to other professionals on psychological aspects of risk assessment and management.
- To liaise with referrers, GPs and other professionals concerned with clients in order to develop and review care plans.
- To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment options for clients

Professional and training

- To provide "on the job" support, guidance and consultation to other team members, including facilitating group reflective practice.
- To contribute to in the development of a high quality, responsive, engaging and accessible service, advising Crisis colleagues on those aspects of the service where psychological and/or organisational matters need addressing.
- To fully engage in clinical supervision with a qualified psychologist in accordance with BPS recommendations.
- To maintain registration with the HCPC as a Practitioner Psychologist and engage fully in CPD in line with HCPC requirements.

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- To ensure the development and articulation of best practice in psychology within the service area and contribute across the service by exercising 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 clinical or counselling psychology and related disciplines.

Psychologically Informed Environments

- To participate in the establishment, implementation and monitoring of operational policies to support the delivery of Psychologically Informed Environments (PIE) across Skylight services.
- To maintain and promulgate 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 and Crisis policies and procedures.
- To evaluate own practice utilising clinical outcome measures.
- To work with our Research and Evaluation teams to help us frame and identify the meaningful outcomes required by our clients and participate in the evaluation of evidence-generated practice to ensure our services are effective

General responsibilities

- Actively encourage and support member involvement within Crisis
- Develop an understanding of homelessness and Crisis' aims
- Follow Crisis policies and procedures, including health and safety and safeguarding
- Carry out other reasonable duties that may be required

Person Specification

Essential

1. Registration with the HCPC as a Practitioner Psychologist.
2. Post-graduate doctoral level training in clinical or counselling psychology (or its equivalent for those trained prior to 1996) with relevant practical experience
3. Experience of evidence based therapeutic interventions including (one or more of) Systemic Therapy, Cognitive Behavioural Therapy, Positive Behaviour Support, Mentalisation Based Treatment (MBT), Dialectical Behaviour Therapy, Cognitive Analytical Therapy, and Acceptance & Commitment Therapy.
4. Knowledge of relevant legislation and best practice in relation to mental health and safeguarding.
5. Knowledge and skills of proportionate risk assessment and management and the ability to take considered and appropriate risks when innovating psychological approaches and treatment.
6. Knowledge and application of standardized assessments.
7. Experience and ability to engage individuals who have experienced complex trauma and who may test services and be hard to reach, by demonstrating patience, persistence, empathic and flexible approaches to maximise inclusiveness of services.
8. Experience of teaching, training, facilitating reflective practice and professional and clinical supervision.
9. Willingness to contribute to the Crisis-wide research and evaluation to support the development of evidence based psychologically-informed practice
10. Experience of working within a multidisciplinary team and ability to operate as part of the local leadership team
11. Self-management skills. The ability to prioritise workload and manage own stresses.
12. Resilience in the face of regular exposure to highly emotive material and challenging behaviour.
13. Able and willing to work flexible hours and to travel across region if required, as well as to travel nationally to engage in Crisis-wide events
14. A commitment to Crisis' values

Desirable

15. Experience of working with people experiencing homelessness with complex needs, including substance misuse, personality disorders, survivors of domestic abuse and Modern Day Slavery, refugees and asylum seekers.

We encourage applications from all sections of the community and particularly from people who have lived experience of homelessness

Supporting your application

Thank you for your interest in working for Crisis.

Before you apply, please take a moment to read through the frequently asked questions below which are designed to support your application and help you understand our recruitment processes.

The person specification requires a qualification or experience that I do not have. Is it still worth me applying?

The person specification has the key knowledge, skills, experience or behaviours needed to carry out the job successfully and you will be scored based on any information you provide. If you don't quite meet the criteria, for example if you have an understanding of something rather than experience of doing it yourself, you may still pick up points for explaining your understanding or how you might approach it. However, some of the person specification points, for example specific qualifications, are critical to the role so if you don't meet those requirements, you are unlikely to be shortlisted.

Can I apply by sending my CV?

Occasionally we accept CVs and a covering letter but only if this is requested in the advert for the post. We don't accept speculative applications or hold CVs on file.

What should I do if I can't complete an online application?

If you would like to apply in a different format, for example in a Word document, because you are unable to use the online process, please contact the Recruitment Team jobs@crisis.org.uk It is helpful if you provide details of your requirements or suggestions about how we might best support you to apply so that we're able to consider alternatives.

How can I maximise my chance of being shortlisted?

It is important that you complete all sections of the online application form to ensure that the recruiting panel understand your interests, skills, behaviours, knowledge and experience.

Shortlisting is mostly based on the information you provide in the assessment form section.

Support your statements with specific examples that show how you meet each of the person specification points. You may wish to use the **STAR approach**:

S or T – Situation or task

Describe the situation or the task that you had to complete. It could be something from your previous employment or personal experience – just make sure it's relevant. Given enough detail for the person shortlisting to understand what was involved

A – Action

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Describe the action you personally took to resolve the situation or task. Explain the process/steps you took. Even if you are describing a group project, describe what you did rather than what the team did as a whole

R – Result

This is the crucial part of the answer. Explain how your actions resulted in a successful outcome. Talk about what you achieved, the benefits and what you learned.

A strong application will also be in line with the **Crisis Values** that you can find on our website.

Please note! If you don't provide full responses against the person specification points, the panel won't be able to score your application fully and it will be unlikely there is enough information for you to be shortlisted.

How quickly will I know if I have been shortlisted?

Every recruitment campaign will be different depending on how quickly the shortlisting panel can review applications but if you have not been shortlisted, you will receive an email from us confirming that.

If I am not shortlisted, can I get feedback on my application?

Unfortunately, we are not able to offer feedback on your application if you are not shortlisted for interview.

Can I get feedback after my interview?

We appreciate that information about where you did well or less well can be useful, so if you are not successful following interview we are able to provide feedback.

Will you notify me of future vacancies?

Once you have registered via Crisis Jobs Online, you can sign up to receive notifications of new vacancies based on the criteria you select. We also recommend that you check our website regularly for details of new vacancies.

I recently applied for a role and was not successful, but have seen the role re-advertised. Is it worth me applying again?

If the gap between advertising has been short, we would normally advise that candidates need not apply again, unless you have re-written and enhanced your application. Some examples might be that you have strengthened your examples using the STAR technique above.

Crisis Jobs Online

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I have typed my personal statement answers into the online form, but it won't let me save them. What should I do?

There is a word limit of 400 per answer so it could be that you have exceeded the limit and that is what is preventing you from saving your work.

I filled in the personal statement section and tried to save it/submit it. However, it wouldn't do this and my information was lost. Is there any way to retrieve it?

You are encouraged to record your answers in a Word document first before copying and pasting your answers into the online application form, using the keyboard shortcuts Ctrl + C to copy and Ctrl + V to paste. The application form has a strict time out limit and so if you take longer than that limit you will lose your work and we are unfortunately not able to retrieve it.

Where can I get help?

If your query has not been answered above, you can contact the Recruitment Team jobs@crisis.org.uk for support.