**Job Description**

This form is used to provide a complete description of the specific job and defines the required skills, knowledge, behaviours, qualifications and experience.

# Section A: Job Profile

The job profile provides key information relating to the salary and working conditions e.g. location of a job, along with the current focus of the role and a brief description of the main duties.

## Job Details

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| Job Title: | Highly Specialist Clinical Psychologist / Highly Specialist Counselling Psychologist – The Clinical Team /FSS R |
| Salary:  | £ £62,215 |
| Grade: | 8b According to AfC -Public Health ScaleAll clinical/ Counselling Psychology roles are in accordance with the NHS Agenda for Change most recent agreement (8b) |
| Hours: | 37 hours per week  |
| Team: | The Clinical Team |
| Service Area: | Children, Education and Families, Corporate Parenting |
| Primary Location: | Countywide with office base at:Union StreetOxfordOX4 1JPYou will be required to work countywide attending to need. |
| Budget responsibility: | Can be asked to support the consultant psychologist on specific agreed areas |
| Responsible to: | Laura Ogi, Consultant Clinical Psychologist |
| Responsible for: | Clinical Psychologists and Family Therapists supporting the FSS Team. |
| Political Restricted Post: | Not applicable |

The Corporate Parenting Service works with the most vulnerable children and families, including those on the edge of care, within the care system and preparing for independence. The strategic aim of this service is to deliver integrated and individualized interventions to promote best outcomes for them.

## Job Purpose

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| This is an exciting opportunity to work as a Clinical/Counselling Psychologist within Oxfordshire County Council’s Children, Educational and Families (CEF) Directorate. Our Children’s Services work with vulnerable children, young people and families who are open to social care, at times in or on the edge of the care system or preparing for independence. Our service aims to deliver the best outcomes for families through integrated and individualized interventions. This role sits within our multi-disciplinary Clinical Team and provides support to the wider Social Care Statutory teams through consultation, reflective practice and both direct and indirect clinical work. The Clinical Team is led by a Consultant Clinical Psychologist and has a strong ethos of creative, integrative and relational / trauma /attachment-informed psychological approaches. This role involves leading other Clinical/Counselling Psychologists and allied professionals to provide support and psychological input into OCC’s Statutory Area Teams, who assess, safeguard and support families in need. This role involves carrying out psychologically informed assessments and referrals to mental health services for families, children and young people within the pathway. The postholder will also undertake direct psychological assessments and clinical interventions for children and families held by statutory teams.This post plays a key role in integrating psychologically informed and evidence-based practice across the pathway, through the provision of clinical consultations with social workers and their teams, reflective practice groups, supporting the understanding of how mental health services function, and how-to best work in partnership with these agencies. The role also contributes to developing working relationships between local children’s mental health services and Children’s Services teams and provides support to social workers with their engagement with the wider partner agencies.The Clinical Team works closely with teams and agencies both inside and outside of OCC, and we are committed to improving the lives of families across Oxfordshire. We welcome applicants with a range of interests in terms of psychological approaches and philosophies. The Clinical Team will support the post holder’s professional development through a culture of training, CPD / research opportunities and supervision.In addition to holding the lead role in one of the three localities within Family Solutions, the clinician in this role will also have the lead role in supporting Children Social Care Teams working to reunify children with their families/carers. This entails, to contribute to both the development and functioning of the reunification strategy by attending the meetings, leading workshops and training, as well as offering consultations to social workers and relevant professionals, manage and supervise the work of the family practioner as well as conduct direct intervention with parents and families. To deliver specialist work to the Children and Family’s Family Solutions Services, encompassing Family Help, Family Solutions. To work using a multi-disciplinary framework to offer assessment and mental health services to families, children and young people within the pathway. At times, you might also provide support to colleagues within the team by working with the edge of care service, assessment homes, residential homes, children we care for and the leaving care homes. |

## Job Responsibilities

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| **Clinical:*** To provide psychological guidance and leadership to the Statutory Social Care Teams and review existing plans to support mental health needs when appropriate and advise on the amendments needed to achieve sustainable outcomes.
* To contribute to the development of models of both assessing and working with families and young people within the Statutory Social Care Teams.
* To contribute as a clinical psychologist to the planning and development of a multi-disciplinary assessment and therapeutic service for families considering reunification.
* Lead on consultations and advise related to Family solutions and the reunification strategy.
* To represent the Clinical Team Clinical Lead in meetings as requested.
* To lead on specialist psychological assessments of clients based upon the appropriate use, interpretation and integration of data from a variety of sources including assessments of attachment security; psychological (and neuropsychological) tests; self-report measures; rating scales; direct and indirect structured observations and semi-structured interviews with clients, their family / carers, and others (e.g. social workers) involved in the client’s care.
* To prepare and provide psychological and multidisciplinary assessment reports to court standard. To appear as an expert witness on behalf of the local authority.
* To formulate 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 range of service models (e.g. consultation and direct work). This will include recognition and understanding of the impact of race, religion, age disability, gender, class, culture, ethnicity and sexual orientation for individuals, families or groups.
* To lead and implement treatment and intervention programs in collaboration with other team members. To hold a small clinical caseload and offer a range of therapeutic skills including individual therapy to children, family and group work where appropriate.
* To provide psychological advice, guidance and consultation to other professionals both within and outside of the service, contributing directly to clients’ formulation, diagnosis and care or treatment plan. This may involve the convening of multi-professional or multiagency meetings and/ or writing required reports.
* To be responsible for ensuring that indicated psychological interventions are implemented for clients across agencies; adjusting and refining psychological formulations drawing upon different explanatory models (including attachment theory and systemic frameworks) and maintaining a number of provisional hypotheses.
* To undertake where appropriate, and support the review of, risk assessments and management plans for individual clients seen by professionals and unqualified staff in the statutory teams, and to provide both general and specialist advice for psychologists and other professionals (e.g. social workers) on psychological aspects of risk assessment and management. This might include, on specific occasions, being required to offer advice and consultation out of hours when appropriate.
* To ensure psychological care packages are delivered as appropriate for the client’s needs, including the work of other professionals involved with the client’s care, arranging meetings as appropriate and ensuring effective communication between agencies, colleagues, children, young people, their parents and / or carers.
* To communicate information concerning the assessment, formulation and treatment plans in a highly skilled and sensitive manner.
* The monitoring and evaluation of progress over the course of interventions.
* The promotion of an understanding of clinical language and to develop social workers’ versatility in using clinical language.
* To provide Clinical Supervision of the Assistant Psychologist and where appropriate to wider professionals within the service.
* To collect, analyze and review a broad range of clinical data, to evaluate and improve the delivery of the service.
* Clinical psychologists in the clinical team are expected to work with the team and will be asked to work to support other areas within the clinical team remit when appropriate.

**Management, Policy and Service Development:*** To contribute to the development of a high quality, responsive and accessible service for clients, their carers and families.
* To act immediately on any safeguarding concerns, or issues that may affect the safety of a family or appropriate/safe operation of the centre and to support colleagues in this process.

**Supervision, Continued Professional Development and Teaching:*** To develop and implement training programmes. To deliver training to a range of staff with differing levels of qualification and professional background.
* To provide management and supervision to Clinical Psychologists.
* To provide specialist clinical placements for trainee clinical and/or counselling psychologists of the Oxford Doctoral Course in Clinical Psychology, ensuring that they acquire the necessary clinical and research skills to doctoral level where appropriate, and competencies and experience to contribute effectively to good psychological practice, and contributing to the assessment and evaluation of those competencies.
* To provide specialist advice, consultation, training and clinical supervision to staff working both within the placement pathway and within other agencies.
* To provide pre and post-qualification teaching of clinical and/or counselling psychology as appropriate.
* To continue to develop expertise in the area of professional pre and post-graduate training and clinical supervision.
* Ensure all training provided is carried out in line with Equal Opportunities Policies.

**Research, Development and Service Evaluation:*** To contribute to planning and implementing systems for the evaluation, monitoring and development of the services, through the deployment of professional skills in research, service evaluation and audit and ensuring incorporation of psychological frameworks for understanding and provision of high quality care.
* To utilise theory, evidence-based literature and research to support evidence-based practice in clinical work, work with other team members and across the pathway.
* To undertake appropriate research and provide research advice to other staff undertaking research.
* To supervise doctoral research conducted by trainee clinical psychologists.

**Report Writing and evidence for court:*** To undertake highly complex clinical assessments including the application of neuropsychological assessments of development and ability and to provide written reports to assist others in decision making as well as to inform diagnosis and treatment plans. Counselling Psychologists to do this within the remits of their training.
* To provide specialist written and or verbal reports for care planning meetings, Placement panels and child care reviews and to give evidence in court on the clinical work undertaken and the subsequent findings.

**General:*** To ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes.
* 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 psychology and related disciplines.
* To ensure 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 Children Young People and Families policies and procedures.
* 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.

**Employees (Non-managers)** **Health and Safety Roles and Responsibilities**It is the responsibility of every employee to co-operate with their employer to ensure the effective discharge of health and safety responsibilities. As an employee you are expected to:* To be part of and promote a positive and pro-active health and safety culture.
* Undertake necessary health and safety training.
* Ensure you are familiar and comply with the Council’s health and safety policies and procedures.
* Ensure risk assessments in accordance with Council procedures are undertaken to reduce risks to a level that is as low as is reasonably practicable. This must consider hazards to both employees, clients and others who use our services.
* Follow all appropriate safety instructions and use safety equipment provided.
* Ensure your work is carried out with due regard for the health and safety of yourself and others (employees, service users, carers, public etc.).
* Ensure reasonable precautions are taken to ensure your own safety when travelling alone or visiting service users at home.
* Check for and risk assess any known and potential hazards before visiting new service users and premises.
* Ensure you leave details of visits and timescales when working away from your office base.
* Ensure that, when not returning to the office from a visit you arrange to confirm the conclusion of that visit with a member of the team or other designated contact.
* Support your line manager in the delivery of good health and safety practice and the minimising of risks.
* Ensure you draw to managers attention health and safety problems or deficiencies you encounter in your work.
* Ensure safety events (accidents, incidents and near misses) are reported with a view to preventing a recurrence.
* Use work items provided to you correctly, in accordance with training and instructions.
* Do not interfere with or misuse anything provided for your health, safety or welfare.
* Cooperate on all issues involving health and safety.

**General:*** Ensure the highest standards of clinical record keeping including electronic data entry and recording, report writing and responsible exercise of professional self-governance in accordance with professional codes of practice.
* To maintain up to date knowledge of legislation, national and local policies and practices in relation to working with looked after children, their families and carers.
* To promote peoples equality, diversity, rights and responsibilities.
* To promote anti-oppressive and anti-discriminatory practice.
* To undertake any other duties appropriate to this post.
* The post holder is expected to comply with all relevant policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information.
* The ability to travel independently to a variety of premises, sometimes at short notice.
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# Section B: Selection Criteria

This section provides a list of essential and desirable criteria that detail the skills, knowledge, behaviours, qualifications and experience that a candidate should have in order to perform the job. The selection criteria provide a list of essential (no more than 8-10) and desirable criteria (no more than 4).

Each of the criteria listed below will be measured through the application form (A) and optionally - a test / exercise (T), an interview (I), a presentation (P) or documentation (D). You must provide a supporting statement as part of your application which includes examples and evidence of when you have demonstrated the criteria listed below. You will be expected to address each point separately and, in the order, listed. If you do not complete a full supporting statement in the requested format your application may be rejected.

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| Essential Criteria | Assessed By: |
| **Educational achievements, Qualifications, Training and Knowledge:*** Postgraduate qualification in Clinical/ Counselling Psychology as accredited by BPS
* Membership of the Health and Care Professions Council (HCPC)
* At least 6 years relevant experience as a Clinical Psychologist
 | A,D, I |
| **Experience:*** Extensive eperience of working as a qualified psychologist within CAMHS, Children’s Social Care and Children We Care For services or services related to safeguarding and/or complex families which could include the Local Authority, Forensic Services or relevant Third Sector organisations. Please see minimum time on Person specification.
* Experience of leading and implementing strategies and providing advice to senior professioanls.
* Experience of working with a wide variety of client groups, across the whole life course and presenting with the full range of clinical severity across the full range of care settings.
* Experience of assessing and managing high risk individuals or families in the community in collaboration with a multi-agency network.
* Experience of working with challenging families where concerns relating to parenting and child welfare have been identified.
* Experience of providing consultations to professionals and teams.
* Experience of delivering parenting interventions.
* Experience of working with family systems where children have emotional, behavioural and developmental difficulties.
* Experience of working with troubled children using therapeutic approaches including attachment theory.
* Experience of exercising full clinical responsibility for clients’ psychological care and treatment.
* Experience of teaching, training and/or supervision.
* Ability to supervise and consult on cases which have at times rapidly changing needs and to be able to offer structured supervision in the face of this.
* Skills in the use of highly complex methods of psychological assessment commensurate with doctoral level training, including specialist clinical interviewing, behavioural observation, complex psychometric testing and specialist neuropsychological testing.
* Highly developed skills, commensurate with doctoral level training in the formulation of highly complex problems from a psychological perspective and in the implementation of highly specialist psychological therapies, interventions and management techniques that are appropriate for use with highly complex presenting problems. Able to deliver established/evidenced based psychological therapy to fidelity.
* Knowledge and understanding of theory and practice frameworks relating to attachment and parenting.
* Ability to form positive working relationships with a range of colleagues across agencies.
 | A, I,D |
| **PERSONAL*** Enthusiasm for achieving the best outcomes for children and families.
* A capacity to engage young people and families.
* Ability to interact effectively with staff from all disciplines and to work collaboratively with a team to achieve common objectives.
* Ability to maintain a high degree of professionalism, and to reflect on and manage own emotions and those of others, when faced by highly distressing material, problems and circumstances (e.g. when dealing with family breakdown, sexual abuse) on a frequent basis.
* Capacity for tolerating frustration, change and high levels of demand with an ability to work effectively under pressure.
* An awareness of own strengths and limitations.
* Willingness to work flexibly and to integrate theoretical models from a range of disciplines.
* Ability to attend and concentrate in an intense and sustained manner on a frequent basis when using specialist and complex methods of psychological assessment and treatment, or when completing research activity.
 | A, I, D |
| **Other*** Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours.
* To be able to travel as necessary for the post.
* Driver’s licence.
* Agile working is a key element of this role with home visits and work at different sites required.
* Commitment to safeguarding and promoting the welfare of children and young people.
 | A, I, D |
| **Special Requirements*** Satisfactory standard Criminal Records Bureau disclosure.
* A personal commitment to the delivery of high quality psychological interventions for children who have experience of maltreatment and multiple losses.
 | A, I, D |
| **Physical*** Non-smoker at work in accordance with OCC policy.
 | A, I |
| **Equal Opportunities*** Commitment to, and understanding of, the principles of Equal Opportunities for all, in employment and the delivery of services.
 | A, I |
| Desirable Criteria | Assessed By: |
| **Educational achievements, Qualifications, Training and Knowledge:*** Good working knowledge of attachment, narrative and systemic theory.
* NVR, MBT, Narrative Therapy Training
 | A, I,D |
| **Experience*** Experience of Systemic Ways of working.
* Experience and/or knowledge of working with children in the looked after system either pre or post qualification.
* Experience of working with children and families within Child and Adolescent Mental Health Service or equivalent specialist service.
* Experience of working within and/or with residential settings.
* Experience of the clinical application of attachment, narrative and/or systemic theory.
* Knowledge and skills in the use of specialised psychological techniques in the assessment and treatment of children and families.
* The ability to produce written reports of a standard suitable for submission to court proceedings.
* The ability to provide expert testimony under cross examination.
 | A, I,D |
| **PERSONAL*** A commitment to the evaluation of services, enthusiasm for both multi-professional and uni-professional audit, and a wish to continue to develop expertise in the service area.
* Is flexible and able to use their initiative, whilst accepting the need to work within policies and procedures.
 | A, I,D |

# Section C: Pre-employment Checks

All appointments are subject to standard pre-employment screening. This will include identity, references, proof of right to work in the UK, medical clearance and verification of certificates. Further information can be found here [Pre-employment checks](https://www2.oxfordshire.gov.uk/cms/content/support-attending-interviews)

Additional pre employment checks specific to this role are identified below (those ticked).

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| [ ]  | Enhanced Disclosure and Barring Service check with Children’s and Adults Barred List | [ ]  | Enhanced Disclosure and Barring Service check without [an Adult/Children’s barred list check](https://intranet.oxfordshire.gov.uk/cms/content/safer-recruitment-and-disclosure-and-barring-service-checks#enhanced-dbs-check-without-an-adult-childrens-barred-list-check) |
| [x]  | Enhanced Disclosure and Barring Service check with Children’s Barred List | [ ]  | Enhanced Disclosure and Barring Service check with Adults Barred List |
| [ ]  | Standard Disclosure and Barring Service check | [ ]  | Basic Disclosure |
| [ ]  | Disqualification for Caring for Children (Education) | [ ]  | Overseas Criminal Record Checks |
| [ ]  | Prohibition from Teaching | [x]  | Professional Registration |
| [ ]  | Non police personnel vetting | [ ]  | Disqualification from Caring |

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| [ ]  | Other (please specify):       |

# Section D: Working Conditions

This is a guide to the working conditions and the potential hazards and risks that may be faced by the post-holder.

## Health and Safety at Work

You are responsible for your own health, safety and wellbeing, and undertaking health and safety duties and responsibilities for your role as specified within Oxfordshire County Councils Health and Safety Policy.

The potential significant hazard(s) and risk(s) for this job are identified below (those ticked).

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| [ ]  | Provision of personal care on a regular basis | [ ]  | Driving HGV or LGV for work |
| [ ]  | Regular manual handling (which includes assisting, manoeuvring, pushing and pulling) of people (including pupils) or objects | [x]  | Any other frequent driving or prolonged driving at work activities (e.g. long journeys driving own private vehicle or a council vehicle for work purposes) |
| [ ]  | Working at height/ using ladders on a regular/ repetitive basis | [ ]  | Restricted postural change – prolonged sitting |
| [ ]  | Lone working on a regular basis | [ ]  | Restricted postural change – prolonged standing |
| [ ]  | Night work | [ ]  | Regular/repetitive bending/ squatting/ kneeling/crouching |
| [ ]  | Rotating shift work | [ ]  | Manual cleaning/ domestic duties |
| [ ]  | Working on/ or near a road | [ ]  | Regular work outdoors |
| [x]  | Significant use of computers (display screen equipment) | [x]  | Work with vulnerable children or vulnerable adults |
| [ ]  | Undertaking repetitive tasks | [x]  | Working with challenging behaviours |
| [ ]  | Continual telephone use (call centres) | [ ]  | Regular work with skin irritants/ allergens |
| [ ]  | Work requiring hearing protection (exposure to noise above action levels) | [ ]  | Regular work with respiratory irritants/ allergens (exposure to dust, fumes, chemicals, fibres) |
| [ ]  | Work requiring respirators or masks | [ ]  | Work with vibrating tools/ machinery |
| [ ]  | Work involving food handling | [ ]  | Work with waste, refuse |
| [ ]  | Potential exposure to blood or bodily fluids | [x]  | Face-to-face contact with members of the public |

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| [x]  | Other (please specify):      driving countywide to visit families |

**Agile Working is a key element of this role.** All staff may be required to work from a different base or in a different location at some point in the future in line with any Council or school needs.