

## **Job Description & Person Specification**

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### **Clinical Psychologist/Clinical Nurse Specialist/CBT Practitioner (CYP-IAPT)**

**Responsible to:** Principal Child & Adolescent Psychotherapist/Clinical Psychologist

**Hours:** 18.75 hrs per week (preferably including Tuesdays 1-2pm)

**Salary:** Fixed salary between £33,000 - £38,434 (pro rata) depending on qualification and experience

**Contract:** Initial 24 month fixed-term (with the expectation of extension)

#### **A JOB SUMMARY**

##### **Clinical**

- a) To work primarily as part of the Intake and Triage Team to provide screening, triage and assessment for adolescents aged 12-18 with a range of presenting problems, including severe and complex mental health problems.
- b) To develop initiatives and deliver interventions to support young people on Open Door's waiting lists, including guided self-help, psycho-education and to support the use of appropriate online resources.
- c) To provide specialist brief and medium term treatment for adolescents on an individual and group basis with a range of presenting problems, including severe and complex mental health problems.
- d) To work with parents and carers as appropriate.
- e) To work therapeutically with young adults (18-25) should the opportunity arise and dependent on training.
- f) To make complex clinical judgements and decisions, with the assistance of colleagues and managers, about risk factors and to ensure that links are established with other agencies, particularly those in the statutory sector, to reduce risks and share responsibility within mental health networks.
- g) To liaise with referrers, other team members and other agencies as needed in implementing treatment. To participate as appropriate in multi agency meetings including Child Protection Conferences, Core Groups, Team around the Family, CPAs, etc.
- h) To work effectively with young people and parents/carers needing interpreters and be willing to adapt clinical practice in relation to diversity, expressed beliefs, preferences and client choice.
  - To be responsible for continuing monitoring, evaluation and management of risk and safeguarding issues for young people across the age range in their own caseload in close consultation with their supervisor.
- i) To monitor treatment and patient progress, providing appropriate feedback and making decisions about treatment modification in discussion with the young person/parent/carer and supervisor.
- j) To provide support for colleagues in team meetings and in difficult or emergency situations.

### **Service Development**

- a) To participate in the delivery of the 4 Week Waiting Time Pilot as part of Haringey's successful bid to become one of 25 national Trailblazer Sites. This will involve:  
Working with the Intake-Coordinator and others to improve referral pathways and access to Open Door's therapy services and to develop interventions to support young people and parents on treatment waiting lists.
- b) To participate in and contribute to the development of Open Door's programmes of audit and evaluation and to ensure CYP-IAPT compliance.
- c) To support the development of service user feedback and participation in all aspects of the service.
- d) To contribute to monitoring reports for funders.
- e) To provide, when opportunities arise, consultation, training and advice for staff working in other specialist settings.
- f) To meet with professionals working in other agencies to inform them about Open Door's services and referral processes and to learn about other services.

### **Continued Professional Development**

- a) To receive regular clinical and service related supervision and annual appraisal (as appropriate) from the Principal Child Psychotherapist / Clinical Psychologist and other supervision as appropriate in accordance with good practice guidelines and accreditation requirements.
- b) To participate in clinical team meetings and present clinical cases in detail for group discussion.
- c) To gain additional specialist experience or training relevant to the service.

### **B ADMINISTRATIVE**

To maintain the highest standards of clinical record keeping and the responsible exercise of professional codes of self-governance and in compliance with Open Door's data protection protocols.

### **C Policies, Procedures and Guidelines**

- a) To comply with Open Door's policies, procedures and guidelines including those related to Equal Opportunities, Health and Safety, Complaints, Child Protection, Safeguarding Vulnerable Adults, Environmental, Disciplinary and Grievance.
- b) All information concerning clients and staff must be treated as strictly confidential at all times.
- c) To work autonomously within the overall policy and governance framework set out by Open Door.
- d) To exercise autonomous professional responsibility based on the Code of Professional Conduct and Ethics of the appropriate accrediting organisation.

**D General**

- a) This is not an exhaustive list of duties and responsibilities and the post holder may be required to undertake other duties which Open Door may reasonably require from time to time as communicated to the post holder by their Line Manager/CEO.
- b) This job description may be reviewed in the light of changing service requirements, any such changes will be discussed with the post holder.
- c) The post-holder will be expected to work flexibly across Open Door’s services in Crouch End and Tottenham and community settings including schools.

<b>Person Specification - Clinical Psychologist/Clinical Nurse Specialist/CBT Practitioner (CYP-IAPT)</b>	
<b>Essential</b>	<b>Desirable</b>
<b>Education and Qualifications</b>	
<ul style="list-style-type: none"> <li>• To have successfully completed a post graduate training in Clinical Psychology; as a Clinical Nurse Specialist; as a CBT Practitioner (CYP-IAPT) or to be approaching the end of training.</li> <li>• To maintain eligibility for registration as a full member of the BPS/NMC/BABCP.</li> </ul>	<ul style="list-style-type: none"> <li>• Training in, or experience of, other therapeutic modalities including CYP-IAPT interventions.</li> </ul>
<b>Knowledge and Experience</b>	
<ul style="list-style-type: none"> <li>• Experience of working as a Clinical Psychologist/ Clinical Nurse Specialist/CYP-IAPT CAMHS Clinician in a multi-disciplinary child and adolescent mental health service, including substantial experience with relevant client group.</li> <li>• Experience in the process of assessment of risk and clinical need of adolescents and young adults aged 12- 18.</li> <li>• Experience of time-limited work (brief and medium).</li> <li>• Experience of working with parents/carers of adolescents.</li> <li>• Knowledge of relevant research, evidence base and therapeutic modalities.</li> <li>• Experience in the use of routine outcome measures in clinical practice.</li> <li>• Experience in liaison and multi-agency working.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of delivering group based therapy/psycho-education.</li> <li>• Knowledge of online interventions.</li> <li>• Experience of contributing to intake-coordination and waiting list management.</li> <li>• Experience of developing service user participation.</li> <li>• Experience of presenting the work of a service to other professionals.</li> <li>• Clinical experience with young adults 18-25.</li> </ul>
<b>Skills and Competencies</b>	
<ul style="list-style-type: none"> <li>• Ability to make complex autonomous judgements based on theoretical, technical and clinical knowledge and experience.</li> <li>• Ability to communicate effectively in highly emotive situations: - overcoming barriers to understanding and</li> </ul>	<ul style="list-style-type: none"> <li>• Good IT Skills.</li> <li>• Audit and evaluation skills.</li> <li>• Research skills.</li> </ul>

<p>analysing complex and conflicting opinion/emotions.</p> <ul style="list-style-type: none"> <li>• Experience in the autonomous management of personal work patterns and caseload. This includes experience in scheduling and maintaining a pattern of complex clinical and non-clinical work.</li> <li>• Good literary and report writing skills.</li> <li>• Time management skills.</li> <li>• Good administrative Skills.</li> <li>• Good Liaison Skills.</li> <li>• Excellent general communication skills.</li> </ul>	
<p><b>Personal Characteristics</b></p>	
<ul style="list-style-type: none"> <li>• Self-motivated.</li> <li>• Ability to work as part of a team.</li> <li>• Ability to work under pressure and meet deadlines.</li> <li>• Ability to contain anxiety in others.</li> <li>• Adaptable.</li> <li>• Good interpersonal skills.</li> <li>• Reliable.</li> <li>• Trustworthy.</li> <li>• Physical effort – capacity to sit in constrained position for extended periods.</li> <li>• Mental effort - capacity for frequent, intense mental concentration.</li> <li>• Emotional effort - capacity to frequently work with highly emotional circumstances and levels of distress.</li> <li>• Working conditions – capacity to work in a mental health setting with occasional exposure to unpleasant working conditions such as verbal aggression.</li> <li>• Ability to work from a number of locations.</li> </ul>	