



AUTISM ANGLIA

Job Description

Job Title:	CLINICAL PSYCHOLOGIST (Band 7/8a AfC)
Location:	Colchester, Essex
Reporting to:	Therapy Lead and Lead Speech and Language Therapist, Kate Wright Clinical Psychologist, Laura Emrich
Responsible for:	Assistant/Trainee/Clinical Psychologists (as required dependent on experience)
Hours of Work:	21- 35 hours per week, 42 weeks per year
Contract:	Fixed term contract of 18 months with potential to extend
Salary:	£37,570- £44,606 (pro rata) subject to experience

Autism Anglia is a well-established charity providing direct provision for people within the Autistic Spectrum from pre-school to adults. We provide a range of services to enable people with autism to live as independently as possible and experience choice and inclusion in society. The ethos of our work is based on the following five key themes.

- To provide skills and strategies to people with ASC
- To always adopt a personalised approach
- To have a shared understanding of a person and their strengths and needs
- To have power with rather than power over a person with ASC
- To see people with ASC as independent and valued citizens

Main Purpose of Post

To be a key member of Autism Anglia's Multi Disciplinary Team (Speech and Language Therapy, Occupational Therapy, Clinical Psychology) both within our Autism Diagnostic Service and School/Adult Services.

To be part of Autism Anglia Diagnostic Service, offering autism assessments to children and adults, post diagnostic support and service development.

To develop psychological formulations based on assessment and the evidence base to inform person-centred intervention, consultation and training within the Charity.

To advise on and contribute to service developments as agreed with the Lead Therapist. This may include training, clinical supervisions and consultation based on psychological formulation.

To work autonomously within HCPC guidelines, exercising their own professional judgement in collaboration with Autism Anglia's organisational and locality priorities.

To manage own work-load, activities and priorities flexibly in accordance with organisational and locality priorities as agreed with the Lead Therapist and in accordance with their own identified continuing professional development needs.

Specific Responsibilities

Clinical

- To offer autism diagnostic assessments as part of the Diagnostic Service informed by the use of standardised tools, such as the ADI-R and ADOS 2. This will involve detailed report writing and feedbacks and follow up sessions with the individual/family.
- To develop and facilitate post diagnostic support workshops or training when required
- Provide a clinical psychology service to the people we support by taking an active role in relation to the clinical work of the MDT both within the Diagnostic Services and School/Adult services. This will include regular attendance at MDT meetings alongside report writing where appropriate.
- To offer psychological assessment to people with autism, their support staff and families as part of a MDT. This may involve diagnostic and neuropsychometric assessment of functioning where required, alongside interviews, observations and discussions with staff/family.
- Formulate a shared understanding of the individual's strengths and needs within the MDT and develop recommendations for diagnostic reports, goal plans, support plans and interventions based on this understanding (involving the person we support and their families where appropriate)
- Make use of a range of clinical approaches with a focus where appropriate on Consultation.
- Use psychological formulation to guide psychological therapy, or other interventions, based on a range of evidence-based models, including the use of cognitive behavioural therapy
- Appropriately share psychological formulation work with families and staff team. This could be through workshops, training, meetings and written communication.
- Understand the impact of psychopharmacological and other clinical interventions on the people we support.
- To be able to practice as an autonomous professional, exercising own professional judgement, drawing on psychological knowledge and skills to inform practice.
- To be able to critically evaluate risks and their implications.

- Maintaining Clinical Psychology notes and records including all communications, referrals and contact with families, staff, individuals and professionals ensuring that notes are accurate, non-judgemental, factual and up to date.
- Use psychological formulation where appropriate to understand staff dynamics in liaison with management.
- Be able to reflect on and review practice, considering alternative ways of working
- Make and use opportunities to influence others to improve working practice in relation to psychological approaches and evidence based practice for people with autism.
- To obtain feedback from the people we support, their families, staff and colleagues on the usefulness of your work.
- To be familiar with all of Autism Anglia's policies and procedures. Additionally to be familiar with the MDT's agreed procedures and processes.
- Understand the organisational context and dynamics for your practice as a Clinical Psychologist.
- To work closely with external agencies to ensure continuity of care and person centred planning, in accordance with GDPR and confidentiality.

CPD, Training and Supervision:

- To receive regular clinical supervision, either within Autism Anglia or external dependent on experience, in accordance to HCPC/BPS guidelines. This can vary from weekly to monthly.
- Ensure HCPC and professional body requirements inform actions and decision-making as an independent Practitioner Psychologist.
- Maintain appropriate CPD in accordance with job role and requirements and HCPC registration requirements eg attending autism special interest groups, autism specific training etc.
- Where required, to use psychological formulation to inform clinical supervision of staff members in liaison with the MDT.
- Influence the positive practice of supervision across the organisation, including reflective practice and debriefs in liaison with the MDT.
- Contribute to the development and implementation of staff training as informed by psychological formulation. This will include planning, designing and delivering teaching and training taking into account the needs and goals of the participants.
- Provide clinical supervision to Assistant Psychologists/Trainee/Clinical Psychologists/Volunteers and other members of the MDT where required, dependent on experience.
- Where possible, to liaise with the University of Essex and/or University of East Anglia to offer supervised placements and/or training to Clinical Psychology trainees.
- Engage in and/or encourage and support others to engage in relevant autism specific research or academic projects as required.
- To keep abreast of psychological research and practice.

Strategic:

- Build positive relationships with relevant external systems and colleagues as agreed with the Lead Therapist.
- Contribute to activities in the region in relation to sharing good practice.
- Ensure that organisation, locality awareness and financial considerations and restrictions inform decisions and actions. Contribute to the development, evaluation and monitoring of the team's operational policies and procedures.
- Work to enhance and communicate quality and value for money of services provided.
- Inform and join in organisation-wide clinical governance, quality improvement and evidence-based practice initiatives.
- Act in accordance with relevant legislation and national guidelines including those relating to safeguarding children and adults.

General:

- To be able to assure the quality of practice e.g. evidence informed practice and audit
- To be aware of the impact of culture, equality and diversity on practice
- Be aware of the need to take a risk assessment approach to service delivery and record appropriately.
- To be familiar with all of Autism Anglia's policies and procedures. Additionally to be familiar with the MDT's agreed procedures and processes.
- Ensure the respect, dignity and right to privacy of the people we support, their families and staff as far as possible. This will include informing people about the limits of confidentiality during psychological therapy.

NOTE: The job description reflects the present requirements of the post. As duties and responsibilities change and develop the job description will be reviewed and be subject to amendment in consultation with the post holder.

EDUCATION and TRAINING

E = Essential D = Desirable

Training & Qualifications

- Doctoral level training in Clinical Psychology as accredited by the BPS or a BPS Statement of Equivalence (E)
- Eligibility for Chartered Clinical Psychologist status (E)
- HCPC registration (E)
- Autism diagnosis training (ADOS, ADI, AAA, Disco) (D)
- Training in supervision (D)

Work Experience

- Experience of specialist psychological assessment and treatment across a range of clinically relevant settings (eg schools and/or adult services) (E)
- Experience of working with a variety of client groups, across the whole life course with presenting problems that reflect the full range of clinical severity (E)
- Experience of exercising full clinical responsibility for psychological care and intervention (E)
- Experience of working with people with Autism Spectrum Disorder and Learning Disability (E)
- Experience of diagnosing children and/or adults with an autism spectrum disorder (D)
- Experience of representing psychology within the context of multi-disciplinary care (D)
- Experience of teaching, training and/or supervision (D)
- Experience working with staff, families and individuals (E)
- Experience of working in partnership with other agencies including education, health and social care and the voluntary sector (D)

Knowledge and Skills

- Skills in the use of complex methods of psychological assessment, psychological formulation, intervention and management (E)
- Knowledge of psychological theory and practice relating to autism (E)
- Skills in team working (E)
- Planning and organising skills for caseload management and time-management (E)
- Well developed skills in the ability to communicate effectively, verbally and in writing, complex, highly technical and/or clinically sensitive information to the people we support, their families, staff and other professional colleagues both within and outside the organisation (E)
- Knowledge of legislation in relation to the client group and its implications for professional and clinical practice (E)
- Evidence of continuing professional development as recommended by the BPS (E)
- Ability to adhere to policies and procedures (E)
- Ability to respond to a variety of demands (E)
- Knowledge of theory and practice relating to complex case work (D)
- Skills in providing consultation to other professional and non-professional groups (D)
- Knowledge and skills relating to positive behaviour support including low arousal approaches (D)
- A high standard of written English is essential; computer literacy is essential for word processing, record keeping and research (E)

Personal Qualities

- Excellent interpersonal and communication skills to promote effective team working (E)
- To be able to practice as an autonomous professional, creatively, flexibly and reflectively (E)
- Be able to work under pressure, in difficult circumstances and with perseverance(E)
- Able to tolerate ambiguity, uncertainty and change (E)
- Have tact and diplomacy, empathy and sensitivity in dealing with others (E)
- Commitment and enthusiasm to ongoing professional and personal development (E)
- Be able to motivate and inspire the people we support, their families and staff (D)
- Clean driving licence and independent ability to transport self between sites (E)
- The continuing developing nature of Autism Anglia is such that other duties will be delegated and/or designated from time to time. Hence the post holder will need to have a flexible approach to their duties and a willingness to work 'unsocial hours' on occasion when necessary.