# Maudsley Health / MACANI

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| **Job Title** | **Lead Psychologist, AMHS** |
| **Grade** | **Consultant Psychologist**  **Responsibilities equivalent to Agenda for Change Band 8C Financial package to be discussed** |
| **Hours per week** | **40 (not including break)** |
| **Location** | **Maudsley Health Outpatients, Abu Dhabi** |
| **Reports to: Managerially:**  **Professionally:** | **Clinical Director, Maudsley Health, Abu Dhabi.**  **Head of Psychology, Maudsley Health, UAE.** |
| **Accountable to** | **Managing Director, Maudsley Health** |

**Background**

Together, MACANI LLC and the South London and Maudsley NHS Foundation Trust have a bold ambition to develop high-quality services in the United Arab Emirates.

The post holder will be employed by MACANI LLC, which is the local partner of the Maudsley in the UAE, and will be working in the Maudsley Health Outpatient service in Abu Dhabi.

# Job Purpose:

* To lead the delivery of a high quality AMH psychology team in the Abu Dhabi clinic.
* To have responsibility for the professional leadership and line management of AMHS Psychologists and Assistant Psychologists within the AMH Service.
* To oversee the supervision structure for AMHS Psychologists and provide clinical supervision to Consultants and other Psychologists. To oversee and monitor specialist supervision as required.
* In collaboration with the Head of Psychology, Maudsley Health, to devise, develop, and implement discrete policies and service developments as required for the AMHS as appropriate.
* To consider the training needs of Psychology staff to ensure professional development and delivery of up-to-date practices.
* To be responsible to the Head of Psychology, Maudsley Health and Clinical Director for the monitoring and implementation of clinical and professional standards in the practice of applied psychology and psychotherapy in the service and for the systematic and effective provision of professional and clinical supervision.
* To contribute to enabling other staff, service users and carers from diverse backgrounds to flourish by working to create a psychologically safe environment.
* To encourage the conduct of research, service evaluation and audits, as agreed with the Maudsley Health Senior Management Team and Academic Director, ensuring these are relevant to the service.
* To be responsible for the clinical governance, quality and appropriateness of the work of Psychologists in AMHS.
* To have a leadership role as part of the AMHS senior management team, ensuring service plans, developments and pathways are psychologically informed.
* To work collaboratively with other members of AMHS to develop and deliver services that meet the mental health needs of the people in the emirate of Abu Dhabi and possibly wider.
* To demonstrate clinical excellence in a specialist area, and carry a highly specialist clinical caseload of people under the care of AMHS.
* To work as an autonomous professional within BPS and HCPC guidelines and codes of conduct, and guided by principles and policies or procedures, and interpret these and be responsible for their implementation within AMHS.
* To manage the placements of interns as required.
* To uphold and enhance the reputation of Maudsley Health.
* To support the sustainability of Maudsley Health

# Key Responsibilities:

## KR 1 Clinical and Client Care

* To review and recommend the plan of delivery for psychological care.
* To plan and organise the integrated delivery of AMH services with other agencies and service providers and ensure coordination of psychology services with other services where possible.
* To provide a highly specialist psychology service to people under the care of AMHS.
* To provide clinical assessments drawing on advanced specialist theoretical and practical knowledge of a wide range of psychological procedures and evidence-based practices specifically related to adult mental health and well-being.
* To provide psychological formulations, drawing on advanced specialist theoretical knowledge and experience of working with adults with difficulties in relation to their mental health.
* To develop, implement and lead individualised and specialist psychological therapy interventions as appropriate to AMHS.
* To provide culturally appropriate psychological interventions with adults.
* To assess and monitor risk and develop appropriate risk management plans.
* To act as a care coordinator taking responsibility for initiating planning and reviewing care plans, ensuring evidence-based practice is used whenever possible.
* To ensure that all services provided are acceptable and accessible to the diverse communities who use the service.

## KR 2 Responsibilities for team or service clinical functioning

* To work collaboratively with the Clinical Director, Head of Psychology, Maudsley Health and other senior staff to plan and deliver joint services that are integrated around the needs of patients.
* To co-ordinate (and chair) clinical team meetings as requested, to ensure effective functioning.
* To ensure the effective working of the team or service and a psychologically informed framework for the service.
* To be sensitive in challenging any 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, GPs 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

* Working alongside Clinical Director and Head of Psychology, to be responsible for developing, interpreting and implementing policies and service development strategies for the defined area and within own clinical practice.
* To ensure the consultation and engagement of service users in planning and delivering services which meet the needs of local communities.
* To participate in, or lead when appropriate, implementation of initiatives (e.g. national guidelines), through membership of committees and/or working parties, as agreed with Clinical Director of Head of Psychology, Maudsley Health.
* To be responsible for implementing Clinical Governance initiatives within the AMHS psychology service.
* To take a lead role in ensuring that services offered to clients are of high quality and are managed efficiently, according to the overall requirements of the clinic.
* To lead on, or contribute to, the development of bids and business cases to develop the AMH service as appropriate and requested.

## KR 4 Care or management of resources

* To make recommendations about Psychology resources in the clinic.
* To identify required materials and equipment and to order through the identified system.

## KR 5 Management and supervision

* To provide leadership to Psychologists in AMHS.
* To ensure appropriate systems are in place for the clinical and professional supervision of Psychologists in AMHS.
* To advise on the recruitment of Psychology staff and contribute via interviewing as part of a convened interview panel.
* To work collaboratively with the Clinical Director to ensure appraisals and personal development plans for Psychologists are embedded.
* To role model and advise on the management of psychology staff.
* To provide professional and clinical supervision to less senior psychologists**,** Assistant Psychologists and Psychologists in training (when appropriate), and the psychological work of other professions as appropriate.
* To deputise to other senior staff, when appropriate.
* To contribute to ensuring the service works as efficiently as possible.

## KR 6 Teaching and Training

* To provide consultancy, clinical supervision, teaching and training to multidisciplinary colleagues regarding psychological issues, assessment and therapy.
* To contribute to teaching and training as part of Maudsley Health’s commitment to providing high-quality training within the region.
* To support the planning, organization and delivery of teaching and training plans from Psychologists within AMHS.
* To contribute to the development of the knowledge and skills base by maintaining an active awareness of current developments in psychology and by implementing the knowledge gained in practice.
* To ensure the work of AMHS and the AMHS psychology service is disseminated through presentations and publications.
* To manage the development of specialist clinical placements for interns as and when required.

## KR 7 Record-keeping and Information Governance

* To ensure that all information generated by own work is recorded as required by policies and local procedures.
* To ensure a good standard of clinical record keeping and report writing, according to professional guidelines, including electronic data entry where possible.

## KR 8 Research and development

* To ensure the planning, initiation and completion of research, service evaluation and audits relevant to the role and service, as agreed by the Maudsley Health SMT and Academic Director.
* To provide expertise in a specialist research area.
* To initiate and implement the development of outcome measurement and assessment, and assist other staff in the implementation of same.
* To regularly monitor and evaluate evidence-based practice and the effectiveness of clinical assessments and interventions.

## KR 9 Maintaining professional standards and continuing professional development

* To receive regular clinical and professional supervision according to HCPC and BPS guidelines.
* To ensure own Continuing Professional Development in line with 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 meet and maintain licensing requirements in country of origin where possible, as well as in the UAE.
* To adhere to the BPS’s Professional Practice Guidelines and relevant local policies and procedures.
* To ensure that all psychology staff for whom the post-holder has leadership or management responsibility, maintain professional standards and continuing professional development.

## KR10 General

* To travel to community or home visits and professional meetings, or to other healthcare premises, as appropriate when required.
* To be aware of risk relating to aggressive and challenging behaviour amongst the client group, and follow policies relating to its management.
* To respond appropriately and professionally to emotionally distressing situations such as challenging behaviour and to support others involved in such situations.
* To work flexibly which will include offering a regular commitment to late working or Saturday working (likely to be once weekly) within the overall Job Plan, to ensure the service is accessible for patients.

There is an expectation that clinical staff offer to see 6 patients per day but an individualised Job Plan will be developed according to the stage of development of the clinical specialism that the postholder will work within/will develop.

# Person Specification: Essential

## Qualifications and Professional Registration

* Entry-level qualification in Applied Psychology (professional Doctorate, or combination of MSc plus PG Diploma level additional training) that has been accepted by the HCPC for purposes of professional registration as Practitioner Psychologist. **(A/I)**

*Clinical Psychologist: Doctorate in Clinical Psychology or equivalent;*

* Additional training beyond entry-level qualification in a specialised area of psychological practice through formal post-qualification training (PG Diploma or equivalent), OR a combination of specialist short courses and/or an evidenced portfolio of supervised practice–based learning in a specialist area of clinical practice and an experienced clinical supervisor to be of equal level to a Postgraduate Diploma or higher. **(A/I/R)**
* Completed training course in clinical supervision. **(A/I/R)**
* Registered with the HCPC as Practitioner Psychologist, and evidence of continuing professional development as required by the HCPC. **(A/I)**
* Fully meets PQR for licensure in the emirate of Abu Dhabi **(A/I)**

## Knowledge

* Knowledge of the theory and practice of management and leadership. **(A/I/R)**
* Advanced knowledge of the theory and practice of specialised psychological therapies for specialist clinical area. **(A/I/R)**
* Advanced theoretical knowledge of psychopathology and the evidence base for the relevant treatment area. **(A/I/R)**
* Advanced knowledge of psychological assessment and clinical psychometrics. **(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 the acceptability and accessibility of mental health care. **(A/I/R)**

## Experience

* Appropriate experience of working as a qualified Practitioner Psychologist, including substantial supervised post-qualification expertise and experience within AMHS. **(A/I/R)**
* Experience of undertaking leadership roles. **(A/I)**
* Experience of specialist psychological assessment and treatment of clients with a range of psychological needs of a complex nature in a specialist field. **(A/I)**
* Substantial experience in the application of specialistknowledge **(A/I/R)**
* 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 populations. **(A/I)**
* Experience of carrying out post-doctoral research, audit or service evaluation projects. **(A/I)**
* Experience of proposing and implementing service development projects that impact beyond own service area. **(A/I)**
* Experience of participation in recruitment **(A/I)**

## Skills

* To deliver psychological therapy across cultural and other differences **(A/I/R)**
* 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/R)**
* To communicate skillfully 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 assessments and interventions for individual clients and groups and carers, and to organise clinical meetings such as case reviews. **(A/I)**
* To plan the delivery of psychology and psychotherapy services to the client group and carers, involving partner agencies as appropriate. **(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 the administration of psychometric tests. **(A/I/R)**
* Well-developed consultation skills to work with a multi-professional team or other professional groups **(A/I/R)**
* Well-developed IT skills including entry and analysis of research data and for teaching purposes.

## (A/I/R)

* Skills in providing teaching and training to other professional groups **(A/I/R)**

## Abilities

## Ability to make clinical and service-related judgements involving highly complex facts requiring analysis, interpretation and comparison of several options (A/I/R)

## Ability to use highest level of interpersonal and communication skills, requiring empathy and reassurance, to convey and receive highly complex/sensitive information effectively in a highly emotive atmosphere, and ability to overcome psychological resistance to potentially threatening information, whilst maintaining high degree of professionalism at all times. (A/I/R)

* Ability to work collaboratively within a multi-disciplinary team, contributing to effective team functioning and holding team roles. **(A/I/R)**
* Ability to manage Psychologists, Assistant Psychologists, and provide leadership within AMHS Psychology and AMHS **(A/I)**
* Ability to create and maintain effective working relationships **(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 as part of the preparation and presentation of clinical and academic materials for public, professional and academic lectures and 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)**
* Ability to challenge constructively, including other colleagues and team members

**Values**

* Shows empathy and compassion towards others. Treats others as individuals (service users, and colleagues) and treats all people with dignity and respect. **(A/I/R)**
* Shows resilience, adaptability and a flexible approach and demonstrates positivity during difficult situations. **(A/I/R)**
* Shows respect for others’ views and appreciates others’ inputs. **(A/I)**
* Motivated to use initiative to recognise problems and seek solutions while recognising the importance of empowering and enabling others. **(A/I/R)**
* Willing to seek out learning, give and accept constructive feedback and committed to continuous improvement. **(A/I)**

# Person Specification: Desirable

* Ability to speak Arabic.
* Accredited Trainer.
* Experience of delivering psychological services in the UAE.
* Experience of a leadership role in the UAE.