

**JOB DESCRIPTION & PERSON SPECIFICATION**

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| **Clinical Staff** |  | **Non-Clinical Staff** |  | **Volunteers** |  | **Flexi-Bank Staff** |  |

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| **ROLE:**  | Psychological Therapist  |
| **REPORTS TO:** | Head of Children, Young People and Therapies |
| **PAY BAND:** | Band 7 |
| **LOCATION:** | Hospice Isle of Man and Community |

**PURPOSE OF ROLE:**

To provide counselling and psychotherapy at Level 3 (of the NICE model of psychological assessment and intervention in Palliative Care) to children, adolescents and adults in line with service needs and referrals. The Psychological Therapist will be involved in the assessment and treatment of children, adolescents and adults; and will offer consultation, advice and training to others involved in their care e.g. parents and professionals.

**KEY DUTIES – To:**

* Provide short-term and long-term interventions with children, young people and adults, from a few sessions to regular appointments over several months
* Provide independent management of own caseload.
* Exercise full responsibility and autonomy for the psychological assessment, treatment of and discharge of patients and, ensuring appropriate psychological assessment, formulation and interventions, communicating with referrers and others involved with the patients’ care on a regular basis.
* Demonstrate an ability to communicate in a skilled and sensitive manner in written and verbal form, information concerning the assessment, formulation and treatment plans of patients and families under your care and monitor therapeutic progress. This may involve communicating with patients and families about difficult and highly distressing issues, related to the patient and family members’ physical and mental health status.
* Attend case conferences, reviews and other meetings as and when appropriate. To ensure that reports and other correspondence are entered into the relevant notes and communicated to other professionals, parents and children, as appropriate.
* Undertake risk assessment and risk management, where appropriate, in regards to patients and children and provide advice to other professionals both within the hospice, hospital and in the community.
* Work as part of the Hospice multidisciplinary team to meet the needs of children, young people and adults.
* Work alongside other professionals in planning how best to help a child or young person and their family, for example in schools, hospitals, children's services and child protection agencies
* Offer training, advice and consultation to other professionals who work with children, young people and families on your caseload.
* Keep up to date with developments in theory and research and undertake continuing professional development (CPD).
* Build partnerships with other areas involved in supporting children and young people to ensure we reach more people.
* Identify and influence change in practice resulting from research and communicate these to the Operational Development Group/Strategic Leadership Team within the organisation by formal and informal presentations, oral and written reports.
* Critically appraise, synthesise and interpret the evidence base to underpin practice within the psychological therapy service; ensuring that services are based on high-quality evidence
* Contribute to the development of a culture that values evidence from patients, from professional expertise and from research, and seeks to use that evidence in the development of person centred practice across all settings.

**What We Need You to Have: our Person Specification**

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| **Qualifications:** | **Is it essential or desirable** | **How we will assess** |
| Appropriate Qualification in Psychological Therapy  | **E** | **A & D** |
| Registration with an appropriate governing body (e.g. BACP, HCPC, UKCP) | **E** | **A & D** |
| **Experience:** |
| Working as a qualified Psychological Therapist with children, adolescents and adults | **E** | **A & I** |
| Working with a variety of client groups from birth to adulthood presenting with a wide range of presenting problems.  | **E** | **A & I** |
| An understanding of the impact of illness on families, including: children, young people, adults and the wider family | **E** | **A & I** |
| **Skills/Competencies:** |
| Specialist assessment, formulation and intervention skills.  | **E** | **I** |
| A high level ability to communicate potentially complex and sensitive information effectively at both a written and oral level, both to patients and their families, carers, and a wide range of lay and professional persons within and outside the Hospice | **D** | **A & I** |
| Exercising full clinical responsibility for patients’ psychological care and treatment, both as a professionally qualified clinician and within a multi-disciplinary team | **E** | **A & I** |
| Able to maintain a high degree of professionalism in the face of highly emotive and distressing situations.  | **E** | **A & I** |
| The ability to provide as required highly specialist advice, guidance and consultationto adults involved with children e.g. to social workers, parents, teachers, etc. | **E** | **I** |
| To utilise theory, evidence based literature and research, to support evidence based practice in individual work and work with families/ carers and other colleagues. | **E** | **A & I** |
| To utilise outcome measures and service user feedback in order to refine and develop clinical practice | **E** | **A & I** |
| Be involved in training and teaching both within Hospice and to outside agencies as required | **D** | **A & I** |
| To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes.  | **E** | **A** |
| Competence in Microsoft packages (e.g. Outlook, Word) and ability to input the electronic record system following induction training. (EMIS) | **E** | **I** |
| Good Organisational Skills | **E** | **I** |
| Ability to motivate self and others | **E** | **I** |
| Ability to work autonomously and as part of a team | **E** | **I** |
| Access Clinical Supervision from a qualified Psychological Therapist on at least a monthly basis.  | **E** | **A** |
| Knowledge of the current IOM Safeguarding and Protection procedures for Adults and Children.  | **D** | **I** |

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| **Personal Qualities/Behaviours:** |
| Ability to plan and prioritise work and manage caseload efficiently | **E** | **A & I** |
| Calm and approachable manner | **E** |  |
| Willingness to work flexibly if required in order to meet the needs of the service | **E** | **A & I** |
| A commitment to the evaluation of services, including audit, and service development | **E** | **A & I** |
| Keen to work in an environment where change is part of everyday life | **E** | **I** |
| **Other:** |
| A commitment to the vision, values and objectives of Hospice Isle of Man’s Strategy. | **E** | **I** |
| A commitment towards quality in the organisation | **E** | **A & I** |
| Full, clean driving licence, with access to own car | **D** | **A** |
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| **How we will assess you** |
| **A** Application & CV | **I** During your interview | **D** When you produceyour documents | **T** Test to assess yourpractical competence |