

## Job Profile

### HCPC Registered Clinical Psychologist Band 8a

**Job type:** Full-time (a part-time position could be available on negotiation).

**Working pattern:** 37.5 hours per week, typically from 9am-5pm on Monday to Friday.

**Salary:** £57 500 - £64 750 (pro-rata if part-time). Negotiable depending on experience and years of service.

**Band:** NHS AfC Band 7-8a equivalent (although we do not band roles here at Gateway Psychology).

**Specialism:** Children, young people and families.

**Reporting to:** Clinical Director or designate.

**Location:** Gateway Psychology, 7-9 The Boulevard, Tunstall, Stoke-on-Trent, ST6 6BD. Some travel will be required depending on client and business requirements. The role is office-based, although remote working opportunities may be available upon request.

### Employee benefits

- 36 days paid annual leave
- Attractive pension scheme
- Potential for flexible working or part-time work
- A company benefits scheme (includes medical cash-plan scheme, group-life, death-in-service and income protection insurances)
- An excellent purpose-built facility dedicated to therapeutic work with children and young people, as well as a high-spec training facility.

We are an equal opportunities employer and welcome applications from all suitably qualified candidates regardless of their race, sex, disabilities, and religions/beliefs, sexual orientation or age.

### Overall Role:

- Assesses & treats own caseload of clients & maintains associated records
- Provides, develops and manages highly specialist interventions
- Clinically supervises less experienced psychologists, psychological therapists, assistant(s), trainee(s)
- Co-ordinates provision of specialist service; provides specialist advice to other professions and carers
- Assists in the overall day-to-day running and management of the company under the guidance of the Clinical Director

**Qualifications:** Doctorate in Clinical Psychology. Other post-qualification training in trauma-informed / attachment disorder therapies such as DDP, Theraplay, EMDR, BUSS etc would be highly desirable

**Professional registrations required:** Registration (or immediate eligibility to register) with the Health and Care Professions Council (HCPC) is mandatory.

**Banding:** While Gateway Psychology does not band jobs, the Clinical Psychologist or Counselling Psychologist position we have available is equivalent to NHS AfC Band 8a role, depending on experience.

**Experience:** Clinical experience of working with children, families and young people is essential and three to five years of post-qualification work experience in a clinical environment is required.

A minimum of at least two years' experience in a suitable environment with children, young people and their families is mandatory. Experience of working with developmental trauma and attachment difficulties and/or children's residential care is highly desirable.

**Role requirements:**

Factor	Requirements
Communication and Relationships	<ul style="list-style-type: none"> <li>• Provides and receives highly complex, sensitive or contentious information in possible contexts of significant barriers to acceptance.</li> <li>• Hostile, antagonistic or highly emotive atmospheres may be encountered.</li> <li>• Communicates highly complex condition related information to clients, who may be manipulative, hostile or limited in their abilities to grasp such concepts.</li> <li>• Good English language skills both written and verbal.</li> <li>• Able to communicate well with other professionals and customers both internally and externally</li> </ul>
Knowledge, Training and Experience	<ul style="list-style-type: none"> <li>• Has a high level of theoretical &amp; practical knowledge.</li> <li>• Acquires a high level of professional knowledge through academic studies to postgraduate doctoral degree, supplemented by specialist courses.</li> <li>• Undertakes regular clinical supervision and further specialist training and experience.</li> <li>• Three to five years post-qualification experience</li> </ul>
Analytical and Judgemental Skills	<ul style="list-style-type: none"> <li>• Able to operate in an environment of complex facts or situations.</li> <li>• Able to interpret complex situations and compare / choose from a range of options.</li> <li>• High level of skills for assessing clients, relatives / carers.</li> <li>• Interprets client, family situation &amp; develops appropriate formulation.</li> <li>• Considers alternative expert opinions and research materials that may differ or present alternative approaches.</li> </ul>
Planning and Organisational Skills	<ul style="list-style-type: none"> <li>• Plans and organises activities, potentially covering a range of complex requirements.</li> <li>• Formulates, adjusts plans or strategies.</li> </ul>

	<ul style="list-style-type: none"> <li>Plans &amp; prioritise own job / case workload, co-ordinates with other services as required.</li> <li>Able to work independently with a minimum of supervision and within a team</li> <li>Able to lead a sub-service as directed</li> </ul>
Physical Skills, Abilities and Requirements	<ul style="list-style-type: none"> <li>Combination of sitting, standing, walking/ frequent sitting or standing in a restricted position.</li> <li>Light physical effort for several short periods, sitting in constrained position for extended periods.</li> <li>Able to negotiate stairs, visit schools, client homes, contact centres etc. that do not have disabled access.</li> <li>Able to use computer keyboards / touch screens / computer screens, reading of types / written materials and handwriting.</li> <li>Driving skills - holds current clean UK driving license.</li> <li>English speaking as primary language.</li> <li>Able to use and administer psychometric tests.</li> </ul>
Responsibility for Client Care	<ul style="list-style-type: none"> <li>Develops specialised programmes of therapeutic intervention / care packages, provides specialised advice concerning client care / intervention.</li> <li>Assesses, develops &amp; implements specialist diagnostic interventions.</li> <li>Provides specialist advice in area of expertise.</li> </ul>
Responsibility for Policy or Service Development	<ul style="list-style-type: none"> <li>Implements policies and propose changes to practices, procedures or service changes, including areas beyond own direct responsibility.</li> <li>Recommends changes for policy, service development or service provision that may impact on other areas, professions, service areas.</li> <li>Able to lead and develop a sub-service as directed</li> </ul>
Responsibility for Financial and Physical Resources	<ul style="list-style-type: none"> <li>Maintains a duty of care in relation to equipment, resources and facilities.</li> <li>Assists in the efficient and productive use of resources.</li> <li>Contribute cost saving ideas and service-development initiatives</li> </ul>
Responsibility for Human Resources	<ul style="list-style-type: none"> <li>Responsibility for day-to-day supervision/ professional/ clinical supervision of other less experienced psychologists, psychological therapists, assistant(s), trainees etc as required.</li> </ul>
Responsibility for Information Resources	<ul style="list-style-type: none"> <li>Responsibility to update and maintain records of personally generated information.</li> <li>Updates and maintains client records to the required standards.</li> <li>Maintains data protection and confidentiality.</li> </ul>
Research & Development	<ul style="list-style-type: none"> <li>Responsibility to undertake R&amp;D activities as required.</li> <li>Undertakes personal R&amp;D programmes.</li> <li>Develops new or modifies resources, training materials, tip sheets, forms, records, policies, procedures etc.</li> </ul>

Freedom to Act	<ul style="list-style-type: none"><li>• Accountable for own professional actions.</li><li>• Operates as clinical lead with own client cases.</li><li>• Operates as a sub-service lead as directed (if appointed)</li><li>• Works within professional ethics, guidelines &amp; company policies.</li><li>• Specialist role able to develop and set personal and client directions.</li></ul>
Emotional Resilience	<ul style="list-style-type: none"><li>• Able to cope with frequent highly distressing or emotional circumstances.</li><li>• Able to deal with family breakdown, serious mental illness, child sexual abuse etc.</li><li>• Working conditions may comprise occasional unpleasant conditions, some exposure to hazards such as verbal aggression, some risk of physical aggression.</li><li>• Able to cope with stressful situations e.g. working with complex networks/systems, or meeting stringent timescales.</li></ul>