

### Job description

<b>Job title</b>	Senior Psychologist/Senior Psychotherapist
<b>Salary</b>	£38,500 - £45,000

### Accountabilities

- Work with clients to provide psychological therapy and assessment services to groups and/or individuals presenting with a wide range of psychological problems, including those with complex issues
- Assess new referrals, provide appropriate documentation and make appropriate decisions and referrals for ongoing treatment by appropriate treatment models, in partnership with the Clinical Lead
- Support and develop service evaluation, outcome measurement and research activity
- Evaluate and assess clinical practice and outcomes using appropriate and agreed evaluation tools
- Maintain an appropriate level of clinical activity as agreed with the Deputy Manager
- Participate in team meetings and contribute to shared understandings of clinical processes, working closely with the Clinical Lead and Deputy Managers
- Provide clinical supervision to internal and external therapists, as required and agreed
- Develop and deliver training and other CPD activities as appropriate
- Participate in research and deliver consultancy services as required
- Manage challenging and complex therapeutic work with clients in a way that is appropriate to individuals and the ethos of The Retreat.
- Be responsible for own professional self-regulation, accreditation and abide by the legal requirements and statutory rules relating to practice.
- Ensure all information regarding people using the service, activity, appointments and funding is logged, up to date and entered in the electronic records system.
- To have a continual focus on service improvement, making suggestions to your line manager accordingly
- To perform your role in such a way as to have due regard for commercial and business development opportunities
- To take personal responsibility to protect and enforce the organisation's brand, reputation and Intellectual Property
- To work to team/organisational Key Performance Indicators (KPIs) and individual objectives as part of the Retreat performance management framework
- To work evenings and/or weekends if required

- Carry out other duties that may be commensurate with the post and the skills and experience of the individual as the organisation may require.

### Performance measures

- Productivity, as measured by number of sessions and/or assessments and supervision completed per week, as agreed with the Deputy Manager
- Provide high quality therapy as measured by appropriate and agreed evaluation tools.
- Amount and quality of activity in relation to service evaluation, outcome measurement and research activity, to a level agreed with the Deputy Manager.
- Clinical record keeping, as measured by appropriate audits of defensible documentation

The Retreat is committed to safeguarding and promoting the welfare of vulnerable adults, children and young people and expects all staff and volunteers to share this commitment including any specific duties for their role as identified under the Safeguarding Policy.

### Person specification

Skills, knowledge and experience	Essential	Desirable
Educated to degree level with appropriate post-graduate professional qualifications	✓	
Doctorate level qualification or extensive post-qualification training and accreditation		✓
Registered with an appropriate professional body	✓	
Knowledge of and skills in an appropriate therapy modality	✓	
A minimum of 5 years' experience and training in working with at least one specialism, such as PTSD, complex trauma, eating disorders, OCD.	✓	
Formal training and experience in clinical supervision		✓
Ability to plan and manage a complex work load with competing demands	✓	
Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours	✓	
Experience and knowledge of the development of training courses for other professionals and the delivery of consultancy to other organisations		✓

Excellent communication skills	✓	
A range of diverse experiences in business and/or service development		✓
Experience and knowledge of how to develop and implement evaluation of services and research activity		✓
Experience of evaluation and assessment of clinical practice and outcomes using appropriate and agreed evaluation tools	✓	
Knowledge of and experience in undertaking quality and service improvement	✓	
Evidence of ongoing professional development	✓	
Ability to deal with distressing or emotional circumstances and take care of own well-being on a very regular and frequent basis	✓	
Self-motivated and organised with the ability to work and stay calm under pressure	✓	
Computer literacy, including knowledge of all word packages and the ability to learn and work with other software packages.	✓	