

Job description and person specification

Job title	Psychologist/ Psychotherapist
Salary	£30,000 - £40,000

Accountabilities

- Work with clients to provide psychological therapy and assessment services to groups and/or individuals presenting with a wide range of psychological problems
- Assess new referrals, provide appropriate documentation and make appropriate decisions and referrals for ongoing treatment by appropriate treatment models, in partnership with Senior Clinicians and the Clinical Lead
- Support service evaluation, outcome measurement and research activity
- Use appropriate and agreed evaluation and outcome measures to monitor the quality of own practice
- Maintain an appropriate level of clinical activity as agreed with the Deputy Manager
- Participate in team meetings & contribute to shared understandings of clinical processes
- Provide supervision to internal staff, as required and agreed
- Support or participate in research as required
- Manage 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 identify opportunities for 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.
- 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 qualifications and accreditation with an appropriate professional body	✓	
Knowledge of and skills in an appropriate therapy modality with a specialism relevant to the requirements of The Retreat	✓	
Experience in working with at least one specialism, such as PTSD, complex trauma, eating disorders, OCD.		✓
Training and experience in clinical supervision		✓
Experience and knowledge of the delivery of training courses for other professionals		✓
Excellent communication skills	✓	
Knowledge of how to implement evaluation of services and research activity		✓
Experience of using outcomes measures to evaluate own clinical practice	✓	
Knowledge of how to improve the quality of services		✓
Evidence of ongoing professional development	✓	
Self-motivated & organised with the ability to work & stay calm under pressure	✓	
Ability to deal with distressing or emotional circumstances and take care of own well-being on a very regular and frequent basis	✓	
Computer literacy, including knowledge of all word packages and the ability to learn and work with other software packages.	✓	