**Job Title:** Clinical Psychologist (Band 7/8a equivalent)

**Location:** Colchester, Essex (hybrid working)

**Reporting to:** Diagnostic Service Manager

**Responsible for:** Assistant/Trainee/Volunteer Psychologists (if required)

**Hours of Work:** 15-35

42 or 52 weeks per year

**Salary:** Range £46,148- £53,755 FTE subject to experience

Reduce to reflect 35 hours or pro rata

Autism Anglia is a well-established charity providing direct provision for autistic individuals and some pre-diagnosis service, from pre-school to adults. We provide a range of services to enable people to live as independently as possible and experience choice and inclusion in society. The ethos of our work is based on the following five key themes.

* To provide skills and strategies to people autistic individuals
* To always adopt a personalised approach
* To have a shared understanding of a person and their strengths and needs
* To have power with rather than power over an autistic individual
* To see autistic individuals as independent and valued citizens

Above Needs updating?

**Main Purpose of Post**

* To be a key member of Autism Anglia’s Multi-Disciplinary Diagnostic Service.
* As part of Autism Anglia Diagnostic Service:
* conduct gold standard assessment to children and adults (autism, ADHD and cognitive) under the direction of the Diagnostic Service Manager including diagnostic formulations based on assessment and evidence-based recommendations
* clinical supervision as required
* other related services such as triage, meetings or feedbacks
* Maintain appropriate CPD in accordance with job role and requirements and HCPC registration requirements, ensuring HCPC and professional body requirements inform actions and decision-making and exercising their own professional judgement in collaboration with Autism Anglia’s organisational and locality priorities.
* advise on and contribute to service developments as agreed with the Diagnostic Manager, and in consultation with other professional team members. This may include training, supporting a wider neurodevelopmental pathway
* manage own work-load, activities and priorities flexibly in accordance with organisational and locality priorities as agreed with the Diagnostic Manager and in accordance with their own identified continuing professional development needs.

## Specific Responsibilities

**Clinical**

* To offer autism diagnostic assessments as part of the Diagnostic Service informed by the use of standardised tools, such as the ADI-R, ADOS 2 and DIVA. This will involve detailed report writing and feedbacks and follow up sessions with the individual/family.
* To develop and facilitate post diagnostic support workshops or training when required
* Provide a clinical psychology service in relation to the clinical work of the MDT within the Diagnostic Service.
* To offer psychological formulation to people following diagnostic assessment which may involve diagnostic and neuropsychometric assessment of functioning where required, alongside interviews, observations and discussions with staff/family.
* Formulate a shared understanding of the individual’s strengths and needs within the MDT and develop recommendations for diagnostic reports, and interventions based on this understanding.
* Make use of a range of clinical approaches with a focus where appropriate on Consultation.
* Use psychological formulation to guide psychological therapy recommendations, or other interventions, based on a range of evidence-based models, including the use of cognitive behavioural therapy.
* Appropriately share psychological formulation work with clients and team members. This could be through workshops, training, meetings and written communication.
* Understand the impact of psychopharmacological and other clinical interventions on clients and their families.
* To be able to practice as an autonomous professional, exercising own professional judgement, drawing on psychological knowledge and skills to inform practice.
* To be able to critically evaluate risks and their implications.
* Be able to reflect on and review practice, considering alternative ways of working.
* Make and use opportunities to influence others to improve working practice in relation to psychological approaches and evidence-based practice for people with autism.
* To obtain feedback from clients, their families, staff and colleagues on the usefulness of your work.
* To be familiar with all of Autism Anglia’s policies and procedures. Additionally, to be familiar with the MDT’s agreed procedures and processes.
* Understand the organisational context and dynamics for your practice as a Clinical Psychologist within a diagnostic service.
* To work closely with external agencies to ensure continuity of care and person-centred planning, in accordance with GDPR and confidentiality.
* To be aware of wider neuro-diverse conditions

**CPD, Training and Supervision:**

* To receive regular clinical supervision, either within Autism Anglia or external dependent on experience, in accordance with HCPC/BPS guidelines, see MDT supervision policy (2021).
* Ensure HCPC and professional body requirements inform actions and decision-making as an independent Practitioner Psychologist.
* Maintain appropriate CPD in accordance with job role and requirements and HCPC registration requirements.
* Influence the positive practice of supervision across the service, in particular reflective practise.
* Provide clinical supervision to Assistant Psychologists/Trainee/Clinical Psychologists/Volunteers within the diagnostic service, and other members of the MDT where required, dependent on experience.
* Engage in and/or encourage and support others to engage in relevant autism specific research or academic projects as required.
* To keep abreast of psychological research and practice.

**Strategic:**

* Build positive relationships with relevant external systems and colleagues as agreed with the Diagnostic Manager.
* Contribute to activities in the region in relation to sharing good practice.
* Ensure that organisation, locality awareness and financial considerations and restrictions inform decisions and actions. Contribute to the development, evaluation and monitoring of the service’s operational policies and procedures.
* Work to enhance and communicate quality and value for money of services provided.
* Inform and join in service clinical governance, quality improvement and evidence-based practice initiatives.
* Act in accordance with relevant legislation and national guidelines including those relating to safeguarding children and adults.

**General:**

* To be able to assure the quality of practice e.g. evidence informed practice and audit
* To be aware of the impact of culture, equality and diversity on practice
* Be aware of the need to take a risk assessment approach to service delivery and record appropriately.
* To be familiar with all of Autism Anglia’s policies and procedures. Additionally, to be familiar with the MDT’s agreed procedures and processes.
* Ensure the respect, dignity and right to privacy of clients, their families and staff as far as possible.

***NOTE:*** *The job description reflects the present requirements of the post. As duties and responsibilities change and develop the job description will be reviewed and be subject to amendment in consultation with the post holder.*

**EDUCATION and TRAINING**

**E = Essential D = Desirable**

Training & Qualifications - or working towards if agreed

* Doctoral level training in Clinical Psychology as accredited by the BPS or a BPS Statement of Equivalence (E)
* Eligibility for Chartered Clinical Psychologist status (E)
* HCPC registration (E)
* Autism diagnosis training (ADOS, ADI-R, AAA, Disco) and ADHD (DIVA) training (D)
* Training in supervision (D)

Work Experience

* Experience of specialist psychological/diagnostic assessment and treatment for people with a diagnosis of autism (E)
* Experience of working with a variety of client groups, across the whole life course with presenting problems that reflect the full range of clinical severity (E)
* Experience of exercising full clinical responsibility for psychological care and intervention (E)
* Experience of working with people with Autism Spectrum Disorder, ADHD and Learning Difficulties/Disability and other neurodiverse conditions (E)
* Experience of diagnosing children and/or adults with an autism spectrum disorder (D)
* Experience of representing psychology within the context of multi-disciplinary care (D)
* Experience of teaching, training and/or supervision (D)
* Experience working with staff, families and individuals (E)
* Experience of working in partnership with other agencies including education, health and social care and the voluntary sector (D)

Knowledge and Skills

* Skills in the use of complex methods of psychological assessment, psychological formulation, intervention and management (E)
* Knowledge of psychological theory and practice relating to autism (E)
* Skills in team working (E)
* Planning and organising skills for caseload management and time-management (E)
* Well-developed skills in the ability to communicate effectively, verbally and in writing, complex, highly technical and/or clinically sensitive information to clients, their families, and professional colleagues both within and outside the organisation (E)
* Knowledge of legislation in relation to the client group and its implications for professional and clinical practice (E)
* Evidence of continuing professional development as recommended by the BPS (E)
* Ability to adhere to policies and procedures (E)
* Ability to respond to a variety of demands (E)
* Knowledge of theory and practice relating to complex case work (D)
* Skills in providing consultation to other professional and non-professional groups (D)
* Knowledge and skills relating to person-centred support including low arousal approaches (D)
* A high standard of written English is essential; computer literacy is essential for word processing, record keeping and research (E)

**Personal Qualities**

* Excellent interpersonal and communication skills to promote effective team working (E)
* To be able to practice as an autonomous professional, creatively, flexibly and reflectively (E)
* Be able to work under pressure, in difficult circumstances and with perseverance(E)
* Able to tolerate ambiguity, uncertainty and change (E)
* Have tact and diplomacy, and sensitivity in dealing with others (E)
* Commitment and enthusiasm to ongoing professional and personal development (E)
* Be able to motivate and inspire the people following the process of diagnosis, their families and team members (D)
* Clean driving licence and independent ability to transport self between sites (D)
* The continuing developing nature of Autism Anglia is such that other duties will be delegated and/or designated from time to time. Hence the post holder will need to have a flexible approach to their duties and a willingness to work ‘unsocial hours’ on occasion when necessary and within reason.