



February 2018

**BRANDON CENTRE FOR COUNSELLING AND PSYCHOTHERAPY  
FOR YOUNG PEOPLE**

**A. OUTLINE OF POST AND PRINCIPAL CONTRACT TERMS**

Job Title	Specialist Clinical Psychologist
Salary	£38,993 pro rata
Contract	Fixed from when the post is taken up for 24 months
Hours of work	21 - 28 hours per week (to be agreed)
Locations	The Brandon Centre, Kentish Town, NW5 9LG Platform/Lift Youth Hubs in Islington Caxton House
Reports to	Clinical Director
Accountable to	The Council of Management through the CEO

**B. JOB SUMMARY**

The main functions of the post-holder are: to engage with and provide specialised assessment and therapeutic intervention for 16 to 25 year old young men and women who are not in employment, education or training, and are not accessing support (two days per week). The post-holder will participate in monitoring and evaluation activities in relation to the project and make use of feedback and outcome measures in their work with young people. The majority of the work will be direct clinical work with young people on an outreach basis. The post holder will also provide a therapeutic service at Lift youth hub or at Platform youth hub in Islington (one day per week). The post holder will attend supervision and Tuesday clinical meeting at the Brandon Centre.

**C. BACKGROUND OF POST**

The present project is part of a wider programme of continuation funding by Islington Giving for a small number of innovative mental health projects that focus on the engagement of young people who are in need of support but have not accessed mental health services.

The Brandon Centre is a registered charity no. 290118 and Company Limited by Guarantee no. 1830241. The Centre was founded in 1968 and is managed by a Council of Management, set up in accordance with its Articles of Association. The director is responsible for the organisation and direction of the Centre and is accountable to the Council of Management.

The principal objective of the Brandon Centre is to maintain and develop an accessible and flexible professional service in response to the psychological, medical, sexual and social problems of young people aged 12 to 25 years.

- a) To relieve distress, mobilise personal resources and facilitate growth in adolescents and young adults towards responsibility and self-fulfilment.
- b) To prevent or alleviate suffering caused by unwanted pregnancy, psychological distress, , and relationship difficulties.

The Brandon Centre's service extends to a wide range of adolescent problems and is based on a developmental understanding of adolescence and young adulthood. There is particular medical provision for contraceptive, pregnancy and psychosexual difficulties.

The work of the Centre covers:

- 1) Direct clinical work:**
  - Contraception and sexual health service
  - Individual psychotherapy using a range of evidence-based therapies
  - Systemic Family therapy
  - Systemic Integrative Therapy (formerly Multisystemic therapy, MST)
  - Parent management training
  - Community Psychology – outreach and engagement of hard to reach young people in Camden and Islington
- 2) Information**
- 3) Consultation and teaching**
- 4) Research and Evaluation**

## **D. PRINCIPAL DUTIES AND RESPONSIBILITIES**

### **i) Clinical tasks**

1. To provide highly developed and specialised assessments of the psychological and emotional wellbeing for 16 to 24 year old men and women struggling with engaging in education, employment and training.
2. To provide assessments based upon the appropriate use, interpretation and integration of complex\_data from a variety of sources including self-report measures, rating scales, observations, and guided clinical inquiry methods with young people, and where appropriate, family members and others involved in the young person's care.
3. In delivering treatment (see 4) consider complex factors concerning historical and developmental processes that have shaped the young person. This will include the recognition and understanding of the impact race, religion, age, disability, gender, class, culture, ethnicity and sexual orientation on the young person.
4. Following assessment and formulation, where appropriate, provide a bespoke

psychological evidenced based intervention. This may be a CBT based exposure intervention to enable socially anxious young men and women to leave home and access appropriate education, employment or training. It will also need to include systemic and interpersonal aspects to formulation and intervention.

5. To undertake risk assessment and risk management for individual clients and to provide both general and specialist advice for other professionals on psychological aspects of risk assessment and management.
6. To provide expertise and specialist psychological advice, guidance and consultation to and work with referrers and youth workers at Lift and Platform youth hubs.
7. To maintain clinical records and to keep all client information confidential in accordance with statutory and professional standards.
8. To liaise with GPs, referrers and other professional workers as appropriate, with the consent of the young person.
9. To provide reports and communicate in a highly skilled and sensitive manner, information concerning the assessment, formulation and treatment plans.
10. To participate in weekly case discussions with the multidisciplinary team in the psychotherapy service.
11. To manage and prioritise own caseload in relation to the needs of the project.

#### **ii) Monitoring and evaluation**

1. To participate in the monitoring and evaluation activities in the service.
2. To become familiar with the range of feedback and outcome measures used in the service, and to integrate them into clinical practice.
3. To become involved in service user involvement as appropriate for the service development, and alongside clinical duties

#### **iii) Supervision, training and teaching**

1. To engage in regular clinical supervision and support with case management from the service lead and other senior colleagues, where appropriate.
2. To use supervision as required by the post-holder's respective professional body regulations and the requirements of the service.
3. To gain highly specialist experience and skills relevant to the post and/or the service as agreed with the service lead.

#### **iv) IT responsibilities**

1. To use computers to write reports and record data.
2. To use email to communicate with other professionals as required.
3. To use the database to record feedback and outcome measures and understand graphical presentation of data for patient outcomes.
4. To be aware of and use password protection and data protection when recording or sending identifiable information within or across services.

#### **E. CONFIDENTIALITY**

All information concerning patients and staff must be treated as strictly confidential at all times in accordance with the Brandon Centre's policy on confidentiality. All members of staff are expected to sign a confidentiality agreement.

#### **F. SAFEGUARDING**

All staff have an obligation to practice according to the Centre's safeguarding and child protection policy, which includes the responsibility to promote and safeguard the welfare of children/adults at risk of harm that they are responsible for/come into

contact with. Staff are made aware of the policy on induction.

**G. EQUAL OPPORTUNITIES**

It is the aim of the Brandon Centre to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, race, colour, religion, marital status, sexuality, age or disability and is not placed at a disadvantage by conditions or requirements which cannot be shown to be justified. To this end the Centre has an Equal Opportunities Policy and it is for each employee to contribute to its success.

**H. HEALTH AND SAFETY**

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974), and to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.

**I. NO SMOKING POLICY**

There is a no smoking policy in operation in the Brandon Centre. In accordance with this policy smoking is positively discouraged and is not permitted on the premises.

**J. DATA PROTECTION**

Staff that have contact with computerised data systems are required to obtain, process and/or use information held on a computer or word processor in a fair and lawful way; to hold data only for the specific registered purpose and not to use or disclose it in any way incompatible with such purpose; to disclose data only to authorised persons or organisations as instructed.

**K. ACCESS TO HEALTH RECORDS**

All staff have an obligation to ensure that health records are maintained efficiently and that confidentiality is protected. Staff are also subject to this obligation both on an implied basis and also on the basis that, on accepting their job description, they agree to maintain both patient/client and staff confidentiality.

In addition, all health professionals are advised to compile records on the assumption that they are accessible to patients in line with Access to Health Records Act 1990.

**L. WASTE DISPOSAL**

All staff must ensure that waste produced within the Centre is disposed of in such ways that controls risk to health or safety of staff and the public alike in accordance with relevant legislation and procedures contained within the policy.

**To be noted:**

**This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.**

**This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.**

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**PERSON SPECIFICATION**

Community psychologist (clinical psychologist)

<b>Qualification/Training/Education</b>	<b>Essential/Desirable</b>	<b>How Tested</b>
1) UK recognised postgraduate training in clinical psychology qualified to doctorate level or with equivalent experience.	E	Application form/Interview and references
2) Registered as clinical psychologist with the Health and Care Professions Council (HCPC)	E	Application form/Interview and References /Registration certificates
3) Additional formal training since qualification in time limited structured therapy interventions such as CBT/IPT.	D	Application form/Interview and references /Certificates
<b>Experience</b>		
1) Substantial clinical experience providing psychological therapy with adolescents and young people with a range of mental health difficulties in a community setting involving outreach.	E	Application form/Interview and references
2) Experience of working with adolescents and young people as a youth worker or social worker, or in a similar capacity, which involves supporting young people who experience personal, familial, educational or social difficulties.	D	
3) Band 7 or above (specialist level) with experience in a community setting that offers services to adolescents and young people.	E	
4) Experience of specialist psychological assessment/psychotherapeutic assessment and treatment of adolescents and young people with a wide range of mental health problems, of varying severity and complexities.	E	
5) Understanding and sensitivity to working in a multi-cultural community.	E	

6) Experience of working in a multi-disciplinary team.	E	
7) Experience of service monitoring and evaluation.	E	
<b>Skills &amp; Knowledge</b>	<b>Essential/ Desirable</b>	<b>How Tested</b>
1) Awareness of issues and interest in the provision of psychological therapies with adolescents and young people in community settings.	E	Application form/Interview and references
2) Skills in the use of complex methods of psychological assessment intervention and management.	E	
3) An ability to conduct risk assessment with adolescents and young people and develop risk management plans.	E	
4) An ability to formulate and provide treatment within one model of psychological therapy and to adapt the model to work with adolescents and young people. The experience and a working knowledge of at least one other approach to psychological intervention.	E	
5) An ability to administer and interpret psychometric and self-report data from young people and others, and to use this information alongside other clinical information to inform formulation and intervention.	E	Application form/Interview and references /Certificates
6) Well developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to adolescents/young people, carers and professionals involved in their care.	E	
7) An awareness of relevant legislation and its implications for clinical practice.	E	
8) Skills in providing consultation/training to other professional and non-professional groups.	D	
9) Completion of formal training or courses in conducting specialist psychological assessments (including risk assessment and risk management).	D	
<b>Other requirements</b>		
1) Able to prioritise, work independently and on own initiative.	E	Application form/Interview and references

2) Ability to work well under pressure and/or in times of crisis.	E	
3) Flexibility, creativity, and preparedness to be innovative in a developing organisation.	E	
4) Ability to be reliable, co-operative and consistent both as an independent clinician and in team settings.	E	
5) Ability to demonstrate commitment to own personal & professional development.	E	
6) Computer literate.	E	