

Clinical Psychologist

Role Summary			
Job Title:	Clinical Psychologist	People Responsibility:	0
Function:	Clinical Services		
Geographic Responsibility:		Northamptonshire	
Reports to:	Director Operations	Base Location:	Northamptonshire or remotely deliverable- Hybrid work flexible hours

<u>Role Purpose</u>
<p>An exciting new opportunity exists to work within a supportive and collaborative team delivering a range of psychological services and interventions to emergency frontline workers at DMWS.</p> <p>The Clinical Psychologist will have the opportunity to lead and develop a project which will address the specific needs of emergency service workers. DMWS are expanding their specialist clinical team and this new role will be key to extending the core welfare provision provided. The new post holder will enjoy a generous package of benefits and have the opportunity to shape a positive working environment.</p>

<u>Key Accountabilities</u>
<ul style="list-style-type: none"> • To deliver a range of psychological interventions that are tailored to the needs of emergency service workers based on evidence research and practice. • To develop pathways to provision including into other local and national services where appropriate • To deliver awareness to staff and managers of how mental health support can be accessed and how to have supportive conversations with staff. • Deliver clinical supervision to 'high risk' roles and develop a wider supervision model that will expand the reach across the organisation of professional support sessions offered to officers experiencing incidents that regularly expose them to trauma. • To continually develop services provided to ensure it meets not just current need but grows to meet future demand in response to the evolving nature of need and evidence-based research. • To work proactively with other clinical services and or academic institutions to trial interventions to build an evidence base of effective psychological interventions with emergency service workers to further develop and implement. • To develop and deliver interventions that focus on preventative health measures to keep people in the workplace wherever possible, and to prevent staff from reaching crisis point. • To improve the mental well-being, confidence, resilience and to promote effective self-management of service users.

- Providing high-quality emotional and practical support to NHS and or third sector employees, professionally and sensitively in particular to those who are working in demanding operational environments.
- Ensure the team are embedded in the local community with strong links and interactions with the local NHS Trusts. Co-ordinating and linking staff to local initiatives.
- Support individuals to access a wider range of support services and to utilise existing routes of support effectively.
- Promote a culture of innovation and excellence in service delivery.
- Increasing social interactions of service users to prevent isolation and enabling improvements in overall personal welfare.
- Process referrals through our own record systems, keeping regular and meticulous records of active service support up to date and progressing cases to conclusion.
- Promote the services of DMWS and market local activities to attract service user participation locally and generate referrals, through NHS Trusts and the local community within the agreed communications and project plan.
- Reporting to the Operational Manager and Head of Region this is an integral role which must align to the strategic purpose of DMWS.

Key Capabilities/Knowledge

- Clinical Psychologist- qualified to doctorate level with experience of working with individuals and groups to deliver interventions.
- Post-graduate doctoral level training in Applied Psychology
- At least 2 years Post qualification experience
- —Registered through an appropriate -HCPC registration.

Desirable

BPS Membership

Clinical Skills

- Ideally Trained in clinical supervision and the supervision of doctoral trainees
- Evidence of continuing professional development
- Experienced in risk assessment and management
- Non-Clinical Essential Skills
- Demonstrable evidence of good communication skills
- Demonstrate passion and experience of working with individuals who require varying levels of psychological support.
- Ability to work flexibly, independently, and confidently with service users, understanding the needs of individuals working within complex operational environments.
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- Excellent team working skills and the ability to work collaboratively to ensure the best outcome for the service user.

- Experience of complex operational environments and or demanding occupational roles.
- Experience liaising with local community based activities
- Understanding professional and personal boundaries when managing cases and raise any concerns or issues that may arise as appropriately
- Excellent IT skills, experience using Microsoft applications
- Counselling skills
- Motivation and drive
- Honesty and integrity
- Excellent written and verbal communication

BENEFITS OF WORKING WITH DMWS

We recognise that without our staff we are nothing, they are the most important asset that we have. We offer employees the following benefits: -

Annual Leave

We give employees 30 days a year annual leave plus Public Holidays (pro-rata'd for part-time employees).

Pension

Auto enrolment onto DMWS workplace pension scheme – subject to eligibility. You will make a minimum contribution of 5%, which DMWS will match. Contributions will be matched up to 6% by DMWS.

Death in Service Scheme

Three times your annual salary to nominated beneficiaries - subject to eligibility

Flexible Working

All flexible working requests are considered - many of our staff work flexible hours and work wholly or partly from home.

Smart Health

Access to a 24/7 virtual GP service, with a counselling service and on-line help and support around health and well-being matters

Work-based Parking/Mileage

For those who pay to park at their work-base, fees are repaid through expenses. Mileage claims are reimbursed in line with HMRC guidelines.

Enhanced Sick Pay

Enhanced sick pay scheme for all employees upon completion of their probationary period.



Defence Medical
Welfare Service
Supporting
the frontline

Staff Recognition

Staff are regularly recognised for their work by the leadership team and their peers, via internal events, social media, and industry awards.

Personal Development Programme

DMWS supports continuing professional development and training.