



THERAPY AND SUPPORT FOR  
CHILDREN AND THEIR FAMILIES

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# Recruitment Pack

Role: Clinical Psychologist

*Because we know. Together we can make a difference.*

**Title of post:** Clinical Psychologist  
**Hours:** 0.1WTE /3.5 hours p/w  
**Contract:** Permanent  
**Salary:** Equivalent to Band 8c (depending on experience and pro rata if part-time)  
**Location:** The Courtyard (hybrid working possible)  
**Line Manager:** Head of Therapy  
**Summary:** To provide psychological support and assessment for children with cerebral palsy and their families as part of a MDT.

**Job Outline:**

To provide specialist psychological support for children and families who attend Cerebral Palsy Cymru. This will include assessment and specialist interventions as appropriate for both adults and children as well as working with parent-infant mental health. To provide clinical leadership to the development of effective psychological care as part of a multidisciplinary team providing services for children with cerebral palsy and their families. You will work closely with our Therapy team and our Family Support Coordinator.

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**Main duties and responsibilities**

**Clinical responsibilities**

- a) To provide highly specialist psychological assessment and analysis of babies, children and young adults with cerebral palsy, including children identified as at risk of cerebral palsy, with particular reference to infants and parents during the perinatal period, using sound knowledge of psychological theory and practice.
- b) To develop and implement highly specialised, evidence based psychological/psychotherapeutic individualised treatment plans based on patient needs predominantly for neurodevelopmental conditions, comorbidities and other mental health needs, including complex families with children under 5 years of age and for parent-infant mental health.
- c) To generate detailed, accurate and analytical reports of findings reflecting specialist analysis and to ensure these are completed within the designated timescale.
- d) To make highly skilled evaluations and decisions about treatment options taking into account theoretical and therapeutic models and other complex factors concerning the individual, family or group. The planning of treatment programmes may involve discussion with external health practitioners or other agencies. This is to be supported by written instruction, photographs, and/or videos as appropriate.
- e) To evaluate clinical effectiveness and patient progress as appropriate and adapting and modifying treatment accordingly.

- f) To manage a clinical caseload, being professionally and legally accountable for all aspects of own work including records, without direct supervision.
- g) To support and develop therapists' skills in supporting parents and positive parent infant relationships
- h) To use a range of verbal and non-verbal communication skills with patients (or clients), parents, carers, colleagues and external professionals to communicate sensitive and complex information in an understandable format regarding issues relating to diagnosis, progress and treatment. To recognise when to seek advice on these issues from senior colleagues including the Head of Therapy
- i) To use excellent interpersonal and communication skills to demonstrate empathy and manage complicated, difficult and contentious matters with patients, families/carers and colleagues, ensuring that effective communication is achieved, particularly where barriers to understanding exist.
- j) To use a range of verbal and non-verbal communication skills to gain cooperation and motivation of patients and carers to participate in therapy activities.
- k) To ensure that the approach, progress and frequency of treatment are appropriate to individual needs and circumstances and available resources.
- l) To adapt practice where possible to take account of cultural and diversity issues.
- m) To show flexibility and adaptability in managing a clinical caseload.
- n) To act as Clinical Lead for Mental Health for parents, families and children and to advise clinical colleagues and other leads on aspects of the service where psychological matters need addressing.

### **Professional**

- a) To participate in the organisation's appraisal schemes, ensuring that objectives set reflect the service needs and strategic plans of the Centre as well as the individual's continuing professional development.
- b) To attend and lead case discussions and tutorials.
- c) To be responsible for maintaining own competency to practice through CPD activities and maintaining a portfolio which reflects personal development.
- d) To maintain fitness to practice within the standards of the appropriate professional body and code of professional conduct.
- e) To undertake as requested the collection of data for service audit or research projects.
- f) To take the lead for planning and implementing systems for the evaluation, monitoring and development of psychological input for patients and families at Cerebral Palsy Cymru.
- g) To undertake audit projects and support clinical research across the therapy team.
- h) To be responsible for own development and increase in skills and knowledge with support from peers and seniors.

### **Additional responsibilities**

- a) Participate in team meetings and engage with the wider staff team when appropriate
- b) Actively work with others (internal and external) to facilitate organisational and departmental improvements and changes, in line with charity-wide strategies
- c) To maintain confidentiality at all times and adhere to Cerebral Palsy Cymru's confidentiality policy
- d) To follow and remain up to date with Charity policies and procedures
- e) Carry out any other reasonable tasks as may be required
- f) To maintain awareness of the work of Cerebral Palsy Cymru
- g) Communicate effectively with colleagues, trustees, volunteers, partner organisations, stakeholders of all kinds, and service users

## **Person Specification**

	<b>Essential</b>	<b>Desirable</b>
Qualifications/ Education	<ol style="list-style-type: none"> <li>1. Post graduate training in counselling/forensic psychology (or its pre-1996 equivalent) as accredited by the BPS.</li> <li>2. Health Professions Council registration as Practitioner Psychologist</li> <li>3. Member of British Psychological Society.</li> <li>4. Post doctoral training in one of more specialised areas of psychological practice relevant to paediatrics or parent-infant mental health</li> </ol>	
Experience	<ol style="list-style-type: none"> <li>1. Experience of working as a qualified applied psychologist within a clinical service across a wide variety of client groups and levels of clinical severity.</li> <li>2. Experience of working with families during the perinatal period.</li> <li>3. Experience of working with disabled children and their families.</li> <li>4. Experience of full clinical responsibility for client's psychological care within the context of a multi-disciplinary team.</li> <li>5. Quality and service improvement experience</li> <li>6. Evidence of continued professional development</li> </ol>	<ol style="list-style-type: none"> <li>1. Experience of leading in-service training for colleagues</li> <li>2. Supervisory or management experience</li> </ol>
Knowledge & Skills	<ol style="list-style-type: none"> <li>1. Knowledge of evidence-based practice relevant to the role</li> <li>2. Knowledge of psychological risk assessment and risk management</li> <li>3. Knowledge of clinical governance</li> <li>4. Knowledge of legislation related to the client group and mental health.</li> <li>5. Highly developed and effective communication skills</li> <li>6. Excellent report writing skills</li> <li>7. Good computer skills including MS 365</li> <li>8. A problem-solving approach to treatment and work life</li> </ol>	<ol style="list-style-type: none"> <li>1. Teaching skills</li> <li>2. Knowledge of research methodology within psychology.</li> </ol>
Other	<ol style="list-style-type: none"> <li>1. Able to prioritise own work effectively</li> <li>2. Able to keep accurate notes</li> <li>3. Able to manage own caseload</li> <li>4. Able to work as an effective transdisciplinary team member and contribute to a positive working environment</li> </ol>	<ol style="list-style-type: none"> <li>1. Welsh Speaker</li> <li>2. Full driving licence and access to own vehicle</li> </ol>