

Job Description and Person Specification

Post: Community Psychologist/Psychotherapist

Location: Mount Lodge, Eastbourne

Salary: £37,500-£40,000 (part-time of 4 days per week/32 hours pro-rata considered)

Reports to: Lead Psychotherapist

Job Description

Purpose of role

At Community Housing & Therapy (CHT), we are implementing our particular therapeutic model for individuals experiencing severe emotional distress, many of whom have diagnoses of psychosis or personality disorder. The model is based on housing, community, and psychotherapy, and influenced by Psychologically Informed Environments, Therapeutic Communities, recovery, and neuro-psychodynamic theory. Critical to the development of these new therapeutic environments is the role of Community Psychologist/Psychotherapist.

The Community Psychologist/Psychotherapist will be based in our residential service in the centre of Eastbourne, and will attend for fortnightly clinical supervision either in person in Vauxhall, London, or virtually using Zoom/Teams. The role of the Community Psychotherapist/Psychologist is to be the clinical lead for the service, working closely with the Service Manager to develop, maintain and lead a clinically excellent therapeutic environment, including facilitating formal reflective practice sessions with the staff team, and providing one-to-one psychodynamic psychotherapy to the community members.

Primary tasks

1. To function as the clinical lead for the service, providing highly skilled clinical input into the service and then reporting and contributing to the senior clinical team.
2. To hold the psychological framework of the service; ensuring the provision of highly specialist psychodynamic interventions and treatment plans, alongside consultation on the clinical work to the staff team.
3. To develop comprehensive psychodynamic formulations that form the basis of the treatment plans for a resident population with a range of complex needs including diagnoses of personality disorder, psychosis, alcohol and substance misuse and self-harm.
4. Work alongside and support the service manager in ensuring the service operates as a highly effective and clinically excellent example of Psychologically Informed Environments.
5. Provide individual psychotherapy to residents within a neuro-psychodynamic framework.
6. Facilitate formal reflective practice groups.
7. Facilitate formulation meetings with the staff group and individual resident.

8. Lead or co-facilitate internal and external training in aspects of psychodynamic theory and practice, including the development and practice of Psychologically Informed Environments, Therapeutic Communities and recovery.
9. Adhere to and help keep up-to-date on CHT's policies and procedures.
10. Implement and supervise systematic clinical outcome monitoring.

1 Clinical management

- Work as part of a mutually supportive senior clinical team, reporting to the Lead Psychotherapist and attending and contributing to senior clinical team meetings at head office or virtually.
- Provide psychodynamic clinical expertise to the service manager and oversee the provision of the psychological framework of the service.
- Provide highly specialist clinical advice and consultation on a variety of issues that may arise in the service including risk management, placement breakdowns, safeguarding and resident move on.
- To facilitate comprehensive assessments of potential new residents with the Service Manager; supporting the decision-making process in new residents joining and making effective plans for doing so.
- Attend a variety of meetings with the Service Manager (leadership), staff (reflective practice) and with clients (e.g. community meetings, client reviews) and support the development and sustainment of a psychologically informed environment.
- Contribute to the recruitment of project staff.
- Maintain CPD and professional accreditation with BACP, UKCP and/or BPS, and provide details of up-to-date accreditation and insurance to CHT.

2 Clinical practice

- Provide one-to-one psychotherapy within a neuro-psychodynamic framework to the individual residents in the residential service.
- Facilitate formal staff reflective practice and formulation sessions that apply psychodynamic thinking to staff group and community dynamics in addition to understanding of individual residents.
- To hold in mind a formulation of the service dynamics, and proactively responding to evidence of the environment adopting non-therapeutic practice, while working with the Service Manager and senior clinical team to remedy this.
- Ensure that highly specialised formulations are in place for all residents, and that all interventions, therapy plans, recovery plans, and risk assessments are informed by formulation.
- Attend fortnightly clinical supervision with the Chief Executive in our central office in Vauxhall, or virtually.
- Practice within the ethical guidelines of your professional accrediting body.
- Attend internal training and ensure an up-to-date knowledge and understanding of neuro-psychodynamic theory and practice, and of Psychologically Informed Environments.
- A commitment to a non-pathologising, recovery-oriented stance and a psychosocial model of human experience.
- Make presentations at conferences and publish articles in academic journals and promote the work of the charity to commissioners and others by making presentations and networking.

3 Monitoring and training

- Implement systematic clinical outcome monitoring through the consistent use of tools such as Core and Honos.
- Support the Service Manager in the use of other outcome tools such as the Key-working tool, the Recovery Star as required.
- Maintain appropriate clinical records
- Provide internal and external training in aspects of CHT's model of housing, community and therapy, and notably in neuro-psychodynamic theory and practice, community practice, reflective practice, and psychologically informed environments
- Provide training to staff through the facilitation of formal reflective practice sessions, and periodic masterclasses
- Present papers at conferences to a professional standard and to publish articles in order to raise CHT's profile within the field.

General

- Comply with CHT's Equal Opportunities Policy, Safeguarding Policy and other policies and procedures.
- Act in the best interests of CHT and its clients, and to promote CHT's values and in all conversations and situations.
- To take part in various duties appropriate to being a member of the CHT Clinical team, and the leadership of a small service delivery charity.
- Undertake training and professional development appropriate to the role, and in agreement with the Lead Psychotherapist.
- To take part in regular meetings, supervisions and appraisals.

Person Specification

- Psychotherapist with a qualification in psychodynamic psychotherapy, or integrative psychotherapy, or Counselling Psychologist, with a strong commitment to psychodynamic approaches; or Clinical Psychologist with evidence of additional psychodynamic or psychoanalytic training/practice
- Either UKCP or BPC registration or BACP accreditation, or BPS chartered status as a Counselling Psychologist or Clinical Psychologist
- Experience of working psychodynamically in groups and with individuals
- Experience of working with people experiencing mental health problems and mental distress, including psychosis, emotional instability and volatility, addictions and anxiety, depression, self-harm, attachment disorders, suicidality and complex presentations
- Significant period (>4 years) of personal therapy
- Understanding of the principles of reflective practice
- Understanding of the principles of Psychologically Informed Environments (PIE's)
- Understanding of the principles of Therapeutic Communities
- Ability to present complex personal and psychological information in a clear and intelligible manner
- Ability to write reports, lead presentations and workshops, and provide training at a variety of levels
- Understanding of psychosocial models of madness and a commitment to enabling recovery through psychosocial approaches
- Commitment to supervision and continuous professional development (CPD)