



**Job Description: Clinical/Counselling Psychologist: Clinical Service Lead**

**- Children & Young People (CYP)**

The St Andrews Practice is an established, HIS regulated, private specialist mental health and neurodiversity service based in St Andrews, Fife, with a sister practice, The Invertay Practice, in Monifieth, near Dundee. Across both practices, we have a growing multi-disciplinary team of qualified clinicians from varied backgrounds including psychiatry, psychology, occupational therapy, speech & language therapy, and psychotherapy. We have an established service for adults that encompasses a general mental health referral stream and a neurodiversity referral stream (diagnostic assessment and post diagnostic services). We offer a range of pharmacological and non-pharmacological interventions, supports and advocacy to a client base both locally, and (remotely) across the UK.

As a business, The St Andrews Practice Limited has grown exponentially, year on year since trading commenced in February 2020. Having immediately navigated the COVID-19 pandemic, the company has established a business model that prioritizes financial sustainability and staff wellbeing as key drivers of high-quality service provision. The company is projected to grow by a further 17-21% in 2024.

This is an exciting and unique opportunity to join our team in a newly created salaried role that combines clinical leadership with a chance to contribute creatively to the strategic development of a thriving business. We are seeking an experienced Clinical/Counselling Psychologist to lead and develop our emerging service for children and young people (CYP), within the infrastructure of an established, regulated, wider multi-disciplinary mental health service and innovative business.

This is a 50/50 split clinical/service lead post, and can be full-time, 37.5 hours per week, or pro-rata 30 hours per week. Starting salary is £65,000 per annum with additional bonus incentives, contributory pension scheme, generous annual leave allowance (8 weeks per annum), and options for flexible working patterns, including some home-based working.

As Clinical Lead for CYP you will work collaboratively with the Clinical Director and Practice Manager, focussing on service development, clinical governance, financial sustainability, and improvement planning across the whole service, but with specific focus on ensuring that the service continues to provide the highest standards of care to children, young people, and their families.

As a service lead, you will have excellent leadership and organisational skills. You will work closely with a variety of different professionals and external agencies. You will oversee the day-to-day clinical operations of the CYP service, across both The St Andrews Practice and The Invertay Practice. You will lead on all aspects of the co-ordination of care and treatment for children and young people and their families. This includes: overseeing mental health and neurodevelopmental assessment referral streams; defining and developing clinical processes and protocols; recruiting, mentoring, and supervising clinicians within the multi-

disciplinary CYP team; and co-ordinating a programme of audit and evaluation, applying findings to influence improvements in quality standards.

Direct clinical work will involve delivering evidence based psychological interventions, assisting in MDT neuro-developmental diagnostic assessments, and providing consultation for the wider multi-disciplinary team.



**Person Specification: Clinical/Counselling Psychologist: Clinical Service Lead – Children & Young People (CYP)**

**1. Training and qualifications**

Essential

An accredited postgraduate Doctoral level training in Clinical or Counselling Psychology (or pre-1996 equivalent). These qualifications confer an advanced level of theoretical and practical knowledge of a range of theoretical models and working practices.

Registration with Health & Care Professional Council.

Desirable

A recognised and appropriate management training or equivalent.

**2. Leadership Skills and Experience**

Essential

Proven leadership skills.

Experience of leading and managing multi-disciplinary teamwork.

Evidence of leading change initiatives/developing services.

Ability to manage and engage staff in the future shaping of services and strategic visioning.

Extensive experience of providing clinical supervision to multi-disciplinary teams.

Desirable

Experience of strategic business development and/or managing budgets.

### **3. Clinical Experience**

#### Essential

Extensive experience working clinically within child and adolescent specialist mental health services.

Experience of participating in multi-disciplinary neurodevelopmental diagnostic assessments for CYP and of working therapeutically with neurodiverse CYP.

Further training in relation to specialist supervision within specialist mental health services (eg NES supervisors training).

Experience of training/teaching staff.

Extensive experience of offering consultation to children, young people and their families and to other staff groups and partner agencies.

Ability to assess, plan, deliver and evaluate programmes.

#### Desirable

Experience of leading key clinical services.

Previous experience of conducting clinical research.

### **4. Knowledge and Skills**

#### Essential

Ability to provide a high level of competency and autonomy in analysing presenting problems in the context of the child and family and/or wider social context.

Ability to work utilising a range of integrated therapeutic perspectives and modalities dependent on the needs of the client.

Ability to effectively communicate with various individuals and groups about complex, potentially stressful topics.

Ability to undertake comprehensive clinical risk assessment, including high risk or emergency presentations.

Ability to develop and implement multi-professional/multi-agency risk management plans.

Ability to communicate effectively in a highly emotive atmosphere.

Ability to develop own and others knowledge and practice across professional and organisational boundaries.

Ability to plan, allocate assessment, provide feedback to team members.

Ability to lead on the audit and evaluation programmes.

Knowledge of legislation relevant to mental health provision.

Experience of engaging / liaising with local support networks for children, young people and families.

Understanding of the application of psychological and other theories relating to a multi-cultural, socially diverse population.

Understanding of cultural and legislative issues relating to neurodiversity.

Competent IT skills and the ability to navigate around various systems and software packages.

## **5. Other**

### Essential

Full, valid UK/EU/EEA driving license and access to own car.

Ability to work with emotionally demanding children, young people and their families.

Willing to develop knowledge skills and practice in chosen area of work.

Excellent interpersonal skills.

Ability to work with clients who may occasionally present as hostile.

Accountable for own professional actions.

Works within professional ethics and practice policies.

Evidence of actively enabling and promoting service user participation in service development.

### **Disclosure and Barring Service Check**

This post is subject to the Protection of Vulnerable Groups (Scotland) Act 2007. For the successful candidate, it will be necessary for the company to make a submission for enhanced disclosure to the PVG scheme to check for any previous criminal convictions.

Please submit a CV with covering letter with personal statement (max 500 words) outlining your interest in, and suitability for the role to:

Dr Helen Galloway, Clinical Director at [drhelengalloway@thestandrewspractice.com](mailto:drhelengalloway@thestandrewspractice.com)

**Closing date for applications: Friday 17<sup>th</sup> May, 5pm**