

Recolo UK Ltd
Complete care for all the family

JOB DESCRIPTION AND PERSON SPECIFICATION

Job Title:	Highly Specialist Clinical Psychologist with a special interest in child neuropsychology and neurorehabilitation This is a part-time (24 hours per week maximum) position. Hours can be negotiated within this maximum.
Line Manager:	Psychology Lead, Reports to Recolo Directors
Base:	Home based with travel to client's home and school locations.
Liaises with:	Business Operations Team, Clinical and Educational Psychology Team and Sub-contracted Psychology Associate Team
Clinical supervision:	Planned regular clinical supervision from Recolo clinical supervisor

Closing date for applications is 14th February 2025, with interviews to be held on the 11th and 13th March 2025, by invitation.

Please include your CV and covering letter with your application, highlighting your skills and experience.

JOB SUMMARY

We are looking for a Clinical Psychologist who wants to further develop knowledge, skills and experience in delivering neuropsychological rehabilitation to children and young people with brain injury and their families. The post-holder will provide highly specialist psychological assessment and therapy, including development and implementation of specialist neuropsychological rehabilitation interventions, consultation, and teaching. The psychologist will offer specialist advice and consultation on the children and young people's psychological care to non-psychologist colleagues and to other, non-professional carers and will be expected to work autonomously within professional guidelines and the overall framework of Recolo's policies and procedures.

There will be opportunities for professional development in the areas of supervision, training, co-production projects and service evaluation and research skills for audit, policy and service development and research within the specialism alongside/in consultation with the Psychology Lead.

WORKING ENVIRONMENT

Recolo UK Ltd is a well-established private service that provides community-based neurorehabilitation for children, young people (up to 25-30 years old) and their families. Recolo provides a national service to children and young people with acquired brain injury and their families. This includes provision of specialist trauma interventions, assessment and interventions for family members (e.g., CBT, systemic therapy).

The post holder will be part of a team of highly specialised clinical psychology and educational psychology colleagues and will have the ability to link with a network of psychologists in the NHS and private sector offering child neuropsychological rehabilitation. The post holder will receive regular supervision from an experienced psychologist in rehabilitation and will have access to a range of resources to support delivery of rehabilitation.

Recolo is committed to building a clinical and educational psychology team that represents a variety of backgrounds, perspectives, and skills and that meets the needs of children and their families from a range of religious, cultural, socioeconomic and ethnic backgrounds.

We want to learn from a broad range of perspectives, and we are striving to become a more diverse organisation. We realise that we have many things to learn and so value people joining us who have the same vision.

The post holder will be coming into Recolo at an exciting point of expansion as we grow the team of psychologists and begin to develop further opportunities for learning and career development in neuropsychological rehabilitation of children and their families.

Our Mission: To provide the best psychology service for our clients. To provide high quality, and highly trained psychologists to work in a variety of settings. To provide psychologists with high quality supervision and continuing professional development. To provide a great place to work and a high quality, effective service to the children, young people and families we work with.

Our Vision: To expand our service to meet the growing need for psychological care that meets the needs and is sensitive to the diverse population we serve. To support the development of the highly skilled committed psychologists working for us to meet this need.

KEY RESULT AREAS

Clinical:

1. To provide specialist neurorehabilitation assessments of children, young people and their families referred to Recolo, based upon the appropriate use, interpretation and integration of complex data from a variety of sources. These will include psychological and neuropsychological tests and reports, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with children, young people, family members, school staff and others involved in the client's care. A particular priority will be children with acquired brain injury or neurologically based problems affecting their thinking, emotional adjustment and behaviour following their brain injury.

2. To formulate and implement plans for the formal psychological rehabilitation treatment, interventions and/or management of a child or young person's health and/or mental health problems, quality of life, development and learning, their family and other relevant systems, based upon an appropriate conceptual framework and formulation of the client's problems, and employing methods based upon evidence of efficacy, across the full range of care settings.
3. To be responsible for implementing a range of psychological interventions for individual children and young people, carers, families and care groups. These psychological interventions may be employed individually and in synthesis, adjusting and refining psychological formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses at any one time.
4. To evaluate and make decisions about intervention options taking into account both theoretical and therapeutic models and highly complex factors concerning historical, medical and developmental processes that have shaped the individual, family or group. This includes working at a range of levels within the family home, community, and school settings, consultation and training to other professionals regarding the effects of the brain injury. To work alongside Recolo Educational Psychologists when appropriate.
5. To exercise autonomous professional responsibility for the psychological assessment, intervention and discharge of clients.
6. To provide specialist psychological and neuropsychological advice guidance and consultation to other professionals contributing directly to the formulation, diagnosis and treatment plan for children and young people. This includes the gaining of informed consent for intervention and motivation for children and their families to engage with the psychologist where there are significant barriers to understanding such as memory loss and behavioural problems associated with brain injury, behavioural, emotional and/or mental health problems.
7. To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all client children and young people referred to Recolo. This will include other members of multidisciplinary care teams and other professionals such as case managers, GP's, Social Care services, education, and legal professionals.
8. To liaise with statutory services and provide information relevant for specific purposes and in line with professional training and expertise.
9. To provide advice to other professions on psychological aspects of risk assessment and risk management.
10. To be appraised of safeguarding policies, duties and procedures and prioritise the needs of the child. To inform and discuss safeguarding concerns in supervision and with the Designated Safeguarding Lead.
11. To communicate in a skilled and sensitive manner, complex information concerning the assessment, formulation and treatment plans of children and young people and their families to referrers including legal team and case managers. This may include giving unwelcome or difficult to accept information regarding a child's level of disability or the long-term nature of their condition.

Teaching, training, and supervision

1. To receive regular clinical supervision from a senior Recolo psychologist specialising in neuropsychological rehabilitation.
2. To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other MDT staff's psychological work as appropriate.
3. As agreed with the Psychology Lead, the delivery of clinical supervision to members of the Recolo psychology team following the initial 6-month probation period.
4. To contribute to the training internally to the Recolo Psychology team and externally to the wider neuro-rehabilitation sector and to the pre- and post-qualification teaching of clinical and/or educational psychologists, as appropriate.
5. To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.

Management, recruitment, policy and service development

1. To contribute to the development, evaluation and monitoring of the team's operational policies and services, through the deployment of professional skills in research, service evaluation and audit.
2. To contribute on those aspects of the service where psychological and/or organisational matters need addressing.
3. To be involved with the management of the workloads of potential support staff, within the framework of Recolo's policies and procedures.

Research and service evaluation

1. To utilise theory, evidence-based literature, and research to support evidence-based practice in individual work and work with other team members.
2. To undertake and/or participate in appropriate research.
3. To undertake project management, including complex audit and service evaluation, with colleagues within the service to help develop service provision as required by the Psychology Lead.

General

1. To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the post holder's line manager.
2. To contribute to the development and articulation of best practice in psychology, by continuing to develop the skills of a reflexive and reflective scientist practitioner, taking part in regular professional supervision and appraisal, and maintaining an active engagement with current developments in the field of clinical psychology and related disciplines.

3. To maintain the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the HCPC, British Psychological Society, Recolo policies and procedures and Data Protection legislation.
4. To maintain up to date knowledge of legislation, national and local policies, and issues in relation to brain injury, neuropsychology, neurorehabilitation and mental health.

To be noted:

- This job description may be subject to change in consultation with the post holder and line manager.
- Under the Health and Safety at Work Act 1974 it is the responsibility of individual employees at every level to take care of their own health and safety at work and that of others who might be affected by their acts at work. This includes co-operating with management in complying with health and safety obligations, particularly by reporting promptly any defects, risks, or potential hazards.
- To comply with and promote our Equal Opportunity policy and to avoid any behaviour which discriminates against colleagues, potential employees, patients/clients on the grounds of sex, marital status, race, age colour, nationality, ethnic or national origins, religion or disability.

Person Specification: Highly Specialist Clinical Psychologist

General Role

To provide a qualified clinical psychology and neuropsychology service to children and young people and their families referred to Recolo (children and young people with an acquired brain injury). This includes providing specialist neuropsychological assessment and intervention, providing highly specialist psychological assessment and interventions, including development and implementation of specialist psychological rehabilitation interventions, consultation, and teaching.

Offering specialist advice and consultation on the children and young people's psychological care to non-psychologist colleagues and to other, non-professional carers, working autonomously within professional guidelines and the overall framework of the team's policies and procedures.

Opportunities for professional and role development including providing supervision, training, and other service development projects.

Essential criteria

1. Doctorate in Clinical Psychology or equivalence (or its equivalent to those trained prior to Doctoral programme introduction).
2. Must be HCPC Registered as a Practitioner (Clinical) Psychologist.
3. Commitment to flexible, medium to long-term intervention work with children who have brain injuries and their families and their wider system.
4. Ability and desire to work with a high level of clinical complexity.
5. Ability to manage own caseload and work autonomously in the community, including travelling to appointments and meetings.

Desirable criteria

1. Minimum of two years post-qualification experience.
2. Further post-qualification training, e.g., within neuropsychology, systemic therapies, community psychology approaches, trauma interventions such as EMDR/ TF-CBT.
3. Experience of working as a clinical psychologist in a multi-disciplinary team for children with complex needs and/or disabilities.
4. Experience of the application of psychology in different cultural contexts and with families from a diverse range of backgrounds.
5. Commitment to and / or experience of co-production in research / service evaluation with people with lived experience of mental distress or their child's disability.
6. Experience of offering therapy, consultation and / or interventions and training online.
7. Experience delivering training and teaching to other professionals.

8. Experience and training in delivering clinical supervision to qualified Clinical Psychologists.
9. Experience of working in the independent sector and / or the medico-legal sector.
10. Interest in / experience of neuropsychology, neurorehabilitation and acquired brain injury (this may include further study or specialist skills).
11. Experience of working with children and their families in a range of settings in the community (e.g., school, home).
12. Experience of working with children and their families and school staff to provide interventions.
13. Competencies and confidence in IT skills (use of Microsoft systems such as Teams, Excel and SharePoint).