

Principal Psychologist (Clinical or Forensic)

Centre	Centre for Youth and Criminal Justice		
Faculty	Faculty of Humanities and Social Sciences (www.strath.ac.uk/humanities/)		
Staff Category	Administrative and Professional	Reference No	21970
Reports To	Practice Development Manager	Grade:	8
Salary Range:	£38,511 - £47,328	Contract Type:	Fixed Term (Until 31st March 2016)
FTE:	Full time post (35 hours/week) Job share/Secondment also an option	Closing Date	Sunday, 9 August 2015

Job Advert

This role provides an exciting opportunity for a clinical or forensic psychologist to undertake a fixed term contract, or secondment, to work in the IVY Project for young people who present with complex psychological and offending behaviour problems. This service reflects an important step forward in providing a service for the most vulnerable young people in our society by utilising a consultation, formulation and direct intervention model to reduce serious offending and to assess and treat the complex emotional, behavioural, interpersonal and offending behaviour problems of high risk young people who are referred. There are many opportunities for partnership working, and, although located in the Centre for Youth and Criminal Justice, this role has a national profile offering a unique opportunity to further develop this important initiative. You will work internally and externally providing a highly specialist psychology service to service users and you will contribute to the training and support of staff involved in the delivery of services to their service users. Evaluation of this service is critical therefore you will also contribute to service based research, audit, evaluation and development of the project.

The postholder will report to the Practice Development Manager in the Centre for Youth and Criminal justice.

Please indicate whether you wish to be considered for full-time, part time or job share employment on your cover letter.

We would welcome candidates from a full range of professional backgrounds. Previous experience in forensic settings is not essential.

Job Description

Brief Outline of Job:

This is a key post in providing and leading the development of highly specialist clinical and forensic psychologist services. The post will provide direct services to young people and will also support identified staff providing support to their service users.

Clinical supervision will be provided by the lead psychologist in the project

Main Activities/Responsibilities:

1.	To provide consultation to professionals and service users regarding psychological and risk assessment, formulation and risk management.
2.	To provide specialist psychological assessments of service users referred to the project based on the appropriate use, interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews

	with service users, family members and others involved in the service user's care.
3.	To formulate and implement plans for the formal psychological treatment and/or management of a service user's psychological and offending behaviour problems, based on an appropriate conceptual framework, and using methods based on evidence of efficacy across the full range of care settings.
4.	To implement a range of psychological interventions for individuals, carers, staff, professionals and families by drawing from different explanatory models and maintaining a number of professional hypotheses.
5.	To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.
6.	To exercise autonomous professional responsibility for the assessment, treatment and discharge of service users whose problems are managed by psychologically based standard care plans.
7.	To provide highly specialist psychological advice, guidance and consultation to other professionals contributing directly to service users' formulation and treatment plan.
8.	To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all service users within the project.
9.	To undertake risk assessment and risk management for individual service users and to provide advice to other professions on psychological aspects of risk assessment and risk management.
10.	To ensure service users who need to be referred to CAMHS or other specialist services are properly re-routed and to input to other agencies meetings where appropriate.
11.	To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of service users under their care and to monitor progress during the course of their care.
12.	To receive clinical professional supervision from a senior clinical psychologist and, where appropriate, other senior professional colleagues.
13.	To contribute to research, service audit and evaluation.

Person Specification

Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

- E.1 Post-graduate doctoral level training in clinical or forensic psychology (or equivalent for those trained prior to 1996) as accredited by the BPS or HPC, including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology.
- D.1 Further training, research and/or study across a range of areas, including advance clinical/forensic skills and experience in working with forensic populations.
- E.2 Registration with the HPC (or eligible to be registered)

Experience

- E.3 Experience of working with a wide variety of service user groups across the whole life course and presenting with the full range of complex needs across the full range of care settings including outpatient, community, primary care, in-patient and residential care. Able and experienced in maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.
- E.4 Experience of working autonomously to meet service users' psychological care and treatment.
- D.2 Experience of teaching, training and/or professional and clinical supervision.
- D.3 Doctoral level knowledge of research design and methodology including multivariate data analysis as practiced within the field of clinical/forensic psychology.
- E.5 Knowledge of legislation and its implications for both clinical/forensic practice and professional management in relation to the service user group, mental health and young people.

Job Related Skills and Achievements

- E.6 Skills to undertake clinical leadership roles and tasks within the multi-disciplinary and multi- agency contexts in which service users are cared for.

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- E.7 A high level ability to communicate effectively at both a written and oral level to colleagues, professionals and lay people, and a high level of skill and ability to foster effective partnership working.
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- E.8 Skills in providing consultation to other professional and non-professional groups.
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- E.9 Evidence of continuing professional development as required by the HPC.
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Personal Attributes

- E.10 Enthusiasm for a broad range of psychology phenomena related to the development of serious offending behaviour and psychological difficulties, an interest in models of service delivery, and an ability to articulate the value added by clinical psychology services within the context of working with high risk young people.
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- E.11 A capacity to establish priorities and organise workload effectively and efficiently.
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- E.12 Ability to operate successfully within a team based setting as well as being able to work autonomously.
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Other Relevant Factors

- D.4 Formal training in the supervision of others delivering psychological interventions.
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Application Procedure

Applicants are required to complete an application form including the name of three referees who will be contacted before interview without permission, unless you indicate that you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter as a single document detailing the knowledge, skills and experience you think make you the right candidate for the job. Applicants should also complete the Equal Opportunities Monitoring Form.

Other Information

Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforus>).

Informal enquiries about the post can be directed to Fiona Dyer, Practice Development Manager, Centre for Youth and Criminal Justice or Dr Lorraine Johnston, Consultant Clinical and Forensic Psychologist/Senior Research Fellow (on 0141 444 8700 or CYCJ@strath.ac.uk).

Pre-employment health screening

An offer of appointment will be subject to a medical assessment by Occupational Health. An individual who accepts an offer of employment must complete a confidential medical questionnaire and forward it to the Occupational Health Nurse within 5 days of receipt. If further information is required the individual may be contacted by the OHN or a Medical Advisor and a personal appointment with the individual may be arranged. An unconditional contract of employment will not be issued until Human Resources receives confirmation that applicant is fit to undertake the duties of the post.

Probation

Where applicable, the successful applicant will be required to serve a 12 month probationary period.

Pension

The successful applicant will be eligible to join the Universities' Superannuation Scheme. Further information regarding this scheme is available from [Payroll and Pensions](#).

Interviews

Dates for formal interviews for this post will be held on 28th August 2015

Equality and Diversity

We value diversity and welcome applications from all sections of the community.

The University currently holds a Bronze Athena SWAN award, recognising our commitment to advancing women's careers in science, technology, engineering, maths and medicine (STEMM) employment in academia.



Conditions of Employment

Administrative and Professional Services Staff Grades 6 and above

1. GENERAL CONDITIONS

Members of staff are subject to the Charter and Statutes and the Ordinances and Regulations of the University, published in the Calendar, and to any amendments or additions thereto approved by the University Court and, in the case of the Charter and Statutes, the Privy Council. Staff are also expected to familiarise themselves with, and adhere to, general University policies and procedures, as published on University web pages.

The University Court recognises Strathclyde University and College Union (SUCU) as the sole body with which it will negotiate and consult on all collective issues concerned with the terms and conditions of employment of Administrative and Professional Services staff in Grades 6 and above. Such terms and conditions may be varied by the University Court after negotiation and consultation with SUCU.

Each member of staff is responsible for the proper performance of allocated duties to the person or persons specified in the member of staff's letter of appointment and any accompanying papers.

The University is committed to ensuring that its business is conducted in an open and transparent manner and will take all appropriate steps to address risks of bribery or corruption. Members of staff are required at all times to act honestly and with integrity and to safeguard the resources for which they are responsible. The University has in place a robust Public Interest Disclosure (Whistleblowing) Policy to enable concerns to be brought to its attention. This is available at www.strath.ac.uk/publicinterestdisclosure. Other relevant policies, e.g. Fraud Prevention and Conflicts of Interests, can also be found on the University's website.

Any member of staff may at any time be exposed to commercially sensitive information, information related to potentially valuable intellectual property or information which may otherwise be of a confidential nature. This information, which could be found anywhere in the University, may be written or disclosed orally, can include information of a commercial or technical nature, and may be owned by the University or by third parties. The University requires all employees to keep any such information confidential in the first instance and not disclose, publish or otherwise disseminate it without prior consent of the University. Such confidentiality obligations are commonplace and in the commercial interests of the University. When in doubt advice should always be sought from Research and Knowledge Exchange Services prior to disclosure.

The University operates probationary periods for new staff, the duration of which will be specified in individual letters of appointment. The normal probation period for posts in this staff category is 9 months for those at grades 6 and 7, and 12 months for grades 8 and above. Further guidance on probationary procedures is published at www.strath.ac.uk/hr.

Further information on the terms and conditions specified in this document and other staffing policies and procedures can also be found at www.strath.ac.uk/hr.

2. SALARY

Appointments are made at an appropriate salary point on the University's grading structure, with initial placing determined according to qualifications and experience. Increments are paid to staff on 1 April each year, when the employee has a minimum of 6 full months of service, allowing progression to the next point on the salary scale until the top guaranteed point of the scale is reached.

Arrangements in relation to overtime, additional hours, non-standards and on-call working are published at www.strath.ac.uk/staff/policies/hr

Salaries are paid directly to staff members nominated bank account, normally on the second last working day of the month.

3. HOURS OF WORK

The normal working week is 35 hours. Unless otherwise indicated in an individual's letter of appointment, the normal hours are 9.00am to 5.00pm Monday to Friday with a one hour lunch break. Certain members of staff may be required to work some hours outwith this normal pattern and this should be agreed locally.

Overtime rates do not apply to staff grades 6 and above. Where a Head of Department/School/equivalent requests additional work, above the standard working week to meet the particular requirements of the Department, equivalent time off in lieu may be granted by prior agreement.

4. HOLIDAYS

Annual leave entitlement is 31 days per year to be taken by agreement with the line manager. For staff members working on a part-time basis, holidays will be calculated on a pro-rata basis. For calculation of entitlement, annual leave accrues on the basis of 2.5 days per complete calendar month to be taken within the leave year which begins on 1st October.

In addition to annual leave there is an entitlement to eleven public holidays per year which should be taken on days that the University is closed for this purpose. The University presently closes for four additional days over the Christmas and New Year period. **These additional days count against the annual leave entitlement.**

Annual leave and public holiday entitlements should be taken in the leave year to which they relate. Up to five days leave can be carried forward into the new leave year subject to line management agreement. In exceptional circumstances, Heads of Department/School/equivalent may approve carry forward of accrued annual leave in excess of five days.

The University's expectation is that staff take all accrued holidays prior to their termination date.

5. SICKNESS ABSENCE

During any period of absence through illness or injury provided the appropriate notification and certification procedures have been followed the University will pay a member of staff (having taken account of the aggregate of all periods of absence due to illness during the twelve months immediately preceding the first day of the current absence) as follows:

Period of Continuous Employment at start of absence from work	Full Pay	Half Pay
Less than 1 year	1 month	1 month
1 year but less than 2 years	2 months	2 months
2 years but less than 3 years	4 months	4 months
3 years but less than 5 years	5 months	5 months
5 years or more	6 months	6 months

In order to manage the University's sick pay scheme the University requires to maintain sickness absence records on individual members of staff. When making payments after the expiry of statutory sick pay the University will deduct an amount equivalent to any benefit normally payable by the Department of Work and Pensions. For full details on the general University policy in this area please refer to the Sickness Absence Management Policy at www.strath.ac.uk/staff/policies/hr.

6. PENSIONS

New members of staff, under age 75, will be admitted to membership of the Universities Superannuation Scheme on taking up appointment unless they notify the University in advance, at the point of signing their contract letter, that they do not wish to be admitted to membership of USS. USS requires a contribution from the member (currently 6.5 per cent of salary for the Career Revalued Benefits section of the scheme and 7.5% for the Final Salary section of the scheme), to which a contribution of salary is added by the University as required by USS. If a new member of staff has previously been a member of USS and rejoins the scheme on or after 1 October 2011 they will be eligible to re-join the Final Salary section of the scheme if they:

- left before 1 October 2011 and have deferred benefits in USS and are re-joining before 1 April 2012; or
- leave the Final Salary **section** after 30 September 2011 and rejoin the scheme within 30 months of leaving.

New members of staff may opt out of USS within three months of taking up appointment and will then be treated as if they had never been members. After three months members of staff who wish to withdraw from USS during their employment will be required to give a minimum of 28 days' notice in writing to the University. Any member of staff who wishes to opt out should contact the Pensions Section in the first instance.

A new employee's guide to joining USS is issued with the offer letter. Full details of the Scheme are available for reference purposes at the Pensions Section of Finance Office, John Anderson Campus.

7. PLACE OF WORK AND RESIDENCE

Members of staff will be based on the John Anderson Campus, unless otherwise stated in the letter of appointment. The Department/School in which the post is initially placed will be specified in the letter of appointment although there will be an expectation to work at such other places as required in the course of employment.

If the need arises for members of staff to work outside the UK for a period (or periods) of more than one month then such arrangements will be subject to mutual agreement. Members of staff would then be provided with a statement in advance setting out the terms covering such periods of employment.

The University does not normally place specific restrictions upon the place of residence of members of staff. All staff are, however, expected to reside in a location which is compatible with the satisfactory fulfilment of all the duties associated with their appointment.

8. CONSULTANCY/FURTHER ACTIVITIES

To support the strategic objectives of the University and to facilitate individual professional development, the University encourages staff to engage in professional activities with outside bodies related to their field of work. In many cases, such activity will be approved on the basis that it represents University knowledge exchange activity and should therefore be treated as part of the individual's overall workload and managed through the University's systems. It is also recognised that there will be some cases where an activity is entirely separate from the University and should thus be notified/approved as a personal business activity. For further information please refer to the "University Procedure in relation to Work for Outside Bodies including Consultancies", which forms part of the employment contract and can be accessed at www.strath.ac.uk/hr

9. DISCIPLINARY AND GRIEVANCE PROCEDURES

Further information on the University's disciplinary and grievance procedure can also be found at www.strath.ac.uk/policies/hr or on request from Human Resources.

10. NOTICE AND TERMINATION

If the appointment is for a fixed term it will expire at the end of the period without the necessity for notice. Fixed term contracts of one year or less may be terminated by either party short of the expiry date by the serving of one month's notice in writing. Where fixed term employment extends beyond one year the normal contractual notice clause below applies. For Grades 6 to 10 inclusive the employment contract can be terminated by either party by the serving of three months' notice in writing. For those appointed above Grade 10, this notice period is 6 months. During the probationary period a one month notice period applies. If notice is being given by a member of staff earlier release may be granted if this can be arranged without detriment to the work of the department or area.

Revised Jan 2014