



JOB DESCRIPTION (To be read in conjunction with Person Specification)

Bridging the Gap Personality Disorder Services

LOCATION:	Based in York but involves travel across North Yorkshire and Humberside
POST:	Clinical Lead
SALARY:	AFC Band 8A
HOURS	30 hours per week
ACCOUNTABLE TO:	Service and Development Manager
RESPONSIBLE TO:	Service and Development Manager
ORGANISATIONAL EXPECTATIONS:	
<p>Bridging the Gap (BtG) is an Intensive Intervention and Risk Management Service (IIRMS) and has been commissioned by NHS England and HMPPS to deliver individually tailored and psychologically informed Interventions to high risk male and female offenders, managed by the National Probation Service in York and North Yorkshire and Humberside. This is a community based service designed to support the outcomes of the Offender Personality Disorder Pathway. The aim is to manage risk of serious harm and reoffending and work with individuals to promote Psychological well-being and social engagement.</p> <p>Bridging the Gap is a community-based intervention and risk management service that seeks to complement, enhance and work within existing NPS provision. The Service offers a defined programme of psychologically informed interventions and risk management and provides a direct service to offenders.</p>	
OUTLINE OF POST:	
<p>The post holder will be expected to provide a specialised psychological consultation service within the BtG Team. There will also be the opportunity to provide psychological interventions and enhanced support to those men with the most complex presentations and the highest level of need/risk. There is an expectation that the post holder will be involved in the development of training to partners involved in the OPD Pathway.</p> <p>You would have the support of the Service Director and be part of a small team of support and psychological therapies staff within the IIRMS.</p>	

MAIN TASKS:

1	To manage a small highly specialised caseload of service users who are assessed as presenting with complex risk and needs.
2	To maintain accreditation with the appropriate professional body, i.e. HCPC
3	To assess and monitor risk and develop interventions to manage risk for individual service users, and contribute to multi-disciplinary care planning around risk, in line with organisational and inter-agency policies and procedures.
4	To evaluate treatment outcomes with service users selecting appropriately validated psychometric measures and other assessment techniques.
5	To communicate, in a highly skilled and sensitive manner to service users.
6	To convey highly complex and specialist information to service users and significant others/relevant workers within the Criminal Justice system and other partner organisations.
7	To act as a clinical expert in the field of psychological therapy and to provide advice and consultation on service users psychological care and risk management to BtG colleagues.
8	To liaise with professionals from other health and criminal justice services regarding a service users psychological care.
9	To undertake complex diagnostic risk assessments of personality disordered offenders under the supervision of a senior clinical psychologist.
10	To develop complex formulations on high risk offenders based upon a range of theoretical perspectives.
11	To provide formal supervision on psychological interventions to BtG colleagues and trainee therapists as agreed with the clinical lead and as appropriate to the grade.
12	To identify gaps in knowledge/skills within the team and provide guidance and training to the team to help address these.
13	To work autonomously within professional guidelines, Bridging the Gap policies and procedures and the overall framework of the Intensive Intervention and Risk Management Service. To be accountable for own actions and decisions without direct or day to day supervision or support.
14	To contribute to and help develop robust mechanisms for audit, data collection and clinical governance.
15	To contribute to the development of psychological intervention skills and knowledge within the Service and within Bridging the Gap.
16	To contribute to policy development and service development as appropriate to the grade and in line with the standards set by the OPD Commissioners.
17	To ensure that client records and other information systems are completed accurately and within agreed timescales.
18	To ensure that support undertaken is meaningful, respectful, promotes self-determination and is in line with the individual formulation and Intervention plan.

19	To adhere to organisational policies and procedures relating to risk and personal safety.
20	To contribute to the achievement of annually set individual and team targets.
21	To participate in regular Line Management and Clinical supervision.
22	To represent Bridging the Gap in a knowledgeable and professional manner at all times.
23	To maintain appropriate professional boundaries at all times.
24	To identify own training and development needs in conjunction with your line manager and participate in training opportunities as directed.
25	To participate in Bridging the Gap Personal Development Review system.
26	Any other duties commensurate with the grade and level of responsibility of this post.
27	To support and contribute to a positive client-led service culture and philosophy.
	Please note this job description is intended to provide a guide to the general duties and responsibilities of the role the post holder is expected to adopt a flexible approach to the tasks. It should not be regarded as a contractual document. It will be reviewed regularly and may be varied at the discretion of Bridging the Gap.



**PERSON SPECIFICATION
Clinical Lead**

The person specification should be read in with the job description. It is used at the short listing and interview stage to decide how suitable each candidate is to take on the role. Bridging the Gap does not necessarily expect that each candidate will fulfil all the criteria listed in the Desirable column but any 'gaps' could form areas for development in the future.

Approach	Essential	Desirable	Identified by: A = Application I = Interview E = Exercise
Demonstrate a commitment and enthusiasm for working with our client group	✓		A, I
Demonstrate understanding and commitment to equal opportunities and diversity	✓		A, I, E
Demonstrate a commitment to enabling and empowering clients to become actively involved in Bridging the Gap.	✓		A, I, E
Able to build and maintain relationships whilst maintaining appropriate professional boundaries	✓		A, I
Demonstrate a willingness to participate in shaping the future of the organisation by taking on responsibilities and projects in addition to core workload	✓		I
Knowledge & Skills	Essential	Desirable	
Masters or Doctoral level training in clinical/forensic psychology as accredited by the BPS, including models of psychopathology, clinical psychometrics and neuropsychology, two or more distinct psychological therapies and lifespan developmental psychology. Eligible for BPS Chartered status. Current HCPC registration as a Psychologist.	✓		A
Demonstrable skills in the use of complex methods of psychological	✓		A, I, E

assessment, formulation, intervention and management.			
Ability to assess and manage risk within a positive risk-taking framework	✓		I
A good understanding of the principles of the OPD Pathway and IIRMS.	✓		I
Ability to work within a team, fostering good working relationships.	✓		A, I
Good organisational skills and willingness to be flexible and adaptable.	✓		I
Good verbal, written and numeracy skills sufficient to be able to write accurate written records and reports.	✓		A, I
Good technical literacy of Microsoft Applications e.g. Word, Excel, and Access etc.	✓		A, I
Good interpersonal skills including listening and display empathy	✓		A, E
Creative, flexible and imaginative approach to working with people with Personality Disorder.	✓		I, E
Evidence of continuing professional developments as recommended by appropriate professional body.	✓		A
Ability to identify and employ mechanisms of clinical governance, including regular supervision, to support and maintain clinical practice.	✓		I
Have access to a car for work purposes and hold a full current UK driving licence	✓		A
Skills in providing consultation to other professional and non-professional groups.	✓		A, I
Knowledge of legislation in relation to the client group, criminal justice and mental health.	✓		A, I
Post-qualification training in supervision	✓		A
Experience	Essential	Desirable	
Experience of delivering psychological therapy to people presenting with a range of difficulties and clinical presentations.	✓		A
Experience of exercising full clinical responsibility for clients' psychological care and treatment as an autonomous psychological therapist.	✓		A, I
Experience of work within a forensic setting.	✓		A, I
Experience of Multi-disciplinary team working.	✓		A, I
Experience of working with Personality Disordered Offenders.	✓		A, I

Experience of providing teaching, training and/or clinical supervision.	✓		A, I
Experience evaluating clinical practice, and participating in research and clinical audits	✓		A