

Job description: Recolo Neuropsychologist /Clinical Psychologist

Role description

Title:	Neuropsychologist or Clinical Psychologist with a special interest in neuropsychology
Professionally accountable to:	Clinical Lead and Clinical Directors
Grade:	Clinical Psychologist - approximate Band 8a
Base:	Applicant's home with clinical responsibilities with client's home/school; 10 Harley Street if required
Operational Liaison with:	Chief Operating Officer, Clinical Lead, Supervisor, Business ops team
Job Summary:	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 a brain injury). This includes providing specialist neuropsychological assessment and intervention; providing highly specialist psychological assessment and assessments, including development and implementation of specialist psychological rehabilitation interventions, consultation, and teaching. At the same time offering specialist advice and consultation on the children and young peoples' 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.

Working environment

Recolo UK Ltd is a private service that provides community-based neurorehabilitation for children, young people (0-30 years) and their families. Recolo provides a national service to children and young people with acquired brain injury, including Clinical, Educational and Neuropsychology and Trauma services. Work generally takes place in the child's home and/or school. Our clinicians are all based from home. The majority of cases are referrals from medico-legal sources.

Key result areas

Clinical

1. To provide specialist neurorehabilitation based neuropsychological 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 and others involved in the client's care. The majority of referrals to Recolo are for children and young people with an acquired/traumatic brain injury.
2. To formulate and implement plans for the formal psychological rehabilitation treatment and/or management of a child or young person's health, educational and/or mental health problems, based upon an appropriate conceptual framework of the client's problems, and employing methods based upon evidence of efficacy, across the appropriate range of care settings. Goals are used systematically to plan, track and review progress.
3. To be responsible for implementing a range of clinical and neuro-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 treatment 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.
5. To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically based standard care plans.
6. To provide specialist clinical 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 may require the gaining of acceptance for treatment and motivation/persuasion for patients and their families to comply with treatment programmes where there are significant barriers to understanding such as memory loss and behavioural problems associated with head injury and/or mental health problems. May be required to act as Clinical Lead for a team of professionals working with a family, including co- ordination of team goals and leading on the direction of rehabilitation.
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 could include other members of multidisciplinary care teams, support workers and teachers and liaison with other professionals such as GP's, Social Care services, education and legal professionals.
8. To undertake risk assessment and risk management for individual clients and to provide advice to other professions on psychological aspects of risk assessment and risk management.

9. 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 degenerative nature of their condition.
10. To work as an effective member of the Recolo clinical team,

Teaching, training, and supervision

1. To receive regular clinical professional supervision from a senior Paediatric Neuropsychologist. This includes annual professional development reviews.
2. To gain additional highly specialist experience and skills relevant to clinical psychology and/or the service (as required and agreed with the Clinical Lead).
3. 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.
4. To contribute to teaching and training of others as appropriate. This could include training of other professionals, internal teaching and training and external conference presentations.
5. To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate.

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 be part of any research work being undertaken by Recolo as required.

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 professional and service manager(s).
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 and Recolo policies and procedures.
4. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.

To be noted

- Whilst the above is not a comprehensive list, it does identify the main areas of responsibility.
 - Any changes to the job description will only take place with consent between the post holder and directors. 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.
 - Individuals are to comply with and promote the organisation's 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.
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