**JOB DESCRIPTION**

**CLINICAL DIRECTOR**

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| **THE OPPORTUNITY** |
| Join a team that is passionately committed to empowering children, young people, and families to build resilience through the healing of adverse childhood experiences and trauma. Kids Inspire (KI) provides a range of therapeutic and community services across Essex and beyond for service users who are impacted by mental health challenges and trauma. Launched in 2007, by the CEO, Sue Bell, Kids Inspire has a track record of success, a highly engaged board of trustees, and a determination and drive to make a sustainable difference in the lives of children, young people and families. For more information about Kids Inspire please visit our website, [www.kidsinspire.org.uk](http://www.kidsinspire.org.uk).  This is a unique opportunity for an experienced Clinical Psychologist to lead the development and growth of psychological and therapeutic services that promote the aims and objectives of Kids Inspire. You will support a culture which embeds clinical quality, service user safety and clinical effectiveness, and monitors its impact to ensure continuous improvement. |
| **GENERAL DETAILS** |
| **Job Title:**  Clinical Director  **Normal Place of work:** Head Office of Kids Inspire in Chelmsford (hybrid – some home working)  **Contractual terms:** Employed  **Contract duration**: Permanent  **Hours:** 37.5 hours per week, Monday to Friday  **Salary:** Band 8c (£68,304 – £78,704) |
| **JOB PURPOSE** |
| Leading the Kids Inspire clinical team to ensure the provision and delivery of the highest standard of quality, safe and effective therapeutic services. You will diagnose, assess, and provide treatment for service users who present with complex, trauma related needs. You will work with children, adolescents, adults, and families. Reporting to the CEO and line managing the two Deputy Clinical Directors (Service Development and Clinical Impact) and a team of senior practitioners, you will develop Psychological and Therapeutic services. This will include developing a program and supervision for Assistant and Trainee Psychologists. You will be part of the organisations safeguarding team as a Designated Safeguarding Lead.  You will work closely with the Chief Executive Officer and Chief Operating Officer as part of the Executive Senior Management Team and supported by Head of Fundraising, Head of Finance, Head of Communications and Marketing and the two Deputy Clinical Directors (Head of Services and Head of Impact). The organisation is implementing their three-year growth strategy which focuses on it’s ambition to become a national organisation and so this a particularly exciting opportunity for the right candidate. |
| **RELATIONSHIPS** |
| * **Reporting to:** CEO * **Line managing:** Deputy Clinical Director (Service Development) and Deputy Clinical Director (Clinical Impact), a team of senior practitioners and Psychologists in Training * **Working with:** CEO; Head of Service Development, Heald of Clinical Impact; Chief Operating Officer; Clinical Team, including Clinical Administration; Senior Management Team; Business Team; Trustees; and key stakeholders. |
| **MAIN ACTIVITIES** |
| Overseen by the CEO you will be responsible for:  **Key Responsibilities**   * To provide clinical and professional leadership and practice guidance within Kids Inspire in relation to the delivery of all psychological and other therapeutic interventions. * To develop and implement an effective framework of clinical management and professional development in line with the growth strategy for the clinical team and the direction set by the CEO. * To support the CEO and COO with the implementation of the organisation’s growth strategy. * To support the CEO in systematically appraising the need for further development of psychological therapy services within Kids Inspire and to identify and recommend appropriate service developments making recommendations to CEO and to wider clinical team. * To be responsible for championing and implementing agreed service developments in psychological therapy service provision at Kids Inspire, as agreed with the CEO. * To be responsible for ensuring that the policies and procedures of Kids Inspire are properly implemented by the Senior Practitioners, Psychologists in Training, and the wider Clinical Team. * Provision and delivery of the highest standard of quality, safe and effective therapeutic services.   **Leadership/ Management**   * Leading a clinical team of employed and sessional therapists, and clinical administrators, including organising and running weekly clinical team meetings and clinical managers meetings. * To provide expertise and specialist psychological advice, guidance and consultation to other professionals contributing directly to the analysis of clients’ problems and disorders to ensure accurate formulations, reflecting an in-depth causal understanding, diagnosis, and treatment plan. * To ensure that all members of the wider clinical team have access to a psychologically based framework for the understanding and care of service users, through the provision of advice and consultation and the dissemination of psychological knowledge, research, and theory. * Ensuring the appropriateness of all interventions/support for service users. * Line management of Deputy Clinical Director (Service Development) and Deputy Clinical Director (Clinical Impact). * Building an effective Kids Inspire trainee Clinical Psychologist internship programme through the support of trainees and assistant psychologists/third year specialist placements. In doing so develop relationships between Kids Inspire and Universities delivering the Clinical Psychology Doctorate programs. * Developing Links with NHS colleagues and Psychologists working in other services to establish peer support and develop potential joint working arrangements. * Developing and implementing clinical policies, processes, and systems to support the organisations growth strategy. * In partnership with the SMT, developing strategies, business plans, targets, objectives, ensuring their managerial understanding and effective communication and implementation. * Attending contract/funding meetings, and translating/delivering contract, commission, and clinical project objectives. * Effective governance, ensuring all clinical and non-clinical performance indicators, targets and objectives are met in line with local and national standards. * Visibility of leadership, knowledge of services and specific issues within the organisation, and for upholding and role modelling the values, behaviours and standards expected. * Promoting the sharing of relevant information, learning and good practice internally and externally, embedding improvements into everyday practice * Developing effective working relationships with colleagues, within the clinical team and across the organisation, local government, social services, NHS, and other organisations. * Supported by the CEO, Head of Services and Head of Clinical Impact, you will ensure robust systems are in place to support close partnership working with external organisations and funders, ensuring information pertaining to quality, performance, governance and KPIs are effectively co-ordinated and appropriately recorded, analysed and reported as required. * Identifying and sharing best practice in mental health services * Keeping up to date with developments in outcomes measurement and health and social care policies and landscape - regionally and nationally.   **Service Delivery and development:**   * To monitor and evaluate the psychology and therapeutic service provision with the clinical team to ensure that it meets required service and practice standards. * Ensuring effective and efficient clinical staff performance, supporting delivery across all projects, contracts, and commissions, delivering services within identified resources, and meeting all required performance and quality targets. * Overseeing processes to improve clinical service delivery within an enablement model of service user care. Engender a culture of continuous quality improvement in which excellence will flourish and where the child/young person and their goals are central to all activities of Kids Inspire. * Ensuring financial probity in the allocation of clients and approval of contractor expenditure to ensure effective management of available resources, acknowledging the necessity to use specialist core team/contractors for specific casework. * Ensuring the standards of care and service delivered represent current best practice and comply with relevant professional standards and codes of practice for qualified and accredited staff from a range of orientations. * Ensuring all aspects relating to clinical effectiveness and safety, with reference to statutory obligations, are implemented and embedded. * Delivering a quality, client-centred service, engendering a workplace culture that engages staff and service users to work collaboratively and in partnership at every level of service design, delivery and improvement. * Shaping future clinical service development plans, ensuring that these are consistent with and recognise the wider aims of Kids Inspire, the local community and people accessing services. * Attending key internal and external meetings. * Helping to ensure services comply with Clinical Governance requirements, including general risk management and health and safety standards. * Ensuring that required obligations are met to safeguard all individuals the service meets. * Holding a caseload of complex trauma related cases * To take part in one’s own regular professional supervision and appraisal and maintain an active engagement with current developments in the field of clinical psychology and related disciplines. * Opportunity to develop and deliver training to professionals, parents, carers.   **Research and Service evaluation:**   * To identify gaps or resource issues in the service and to initiate and implement developments. * To undertake collaborative research activity including the evaluation of, monitoring and development of the service, through the deployment of professional skills in research, service evaluation and audit. * To utilise theory, evidence-based literature, and research to support evidence-based practice in individual work, work with other team members and across the clinical team. * To plan and implement service developments and projects within the Clinical team/service that respond to Kids Inspire strategy, Government initiatives and contracts, and that have application across other teams and services. For example, the development of innovative service components to reduce waiting times or enhance service users’ satisfaction and outcomes.   **Workforce and Recruitment:**   * Ensuring the team’s training needs are identified and met and that they maintain up to date knowledge of legislation, national and local policies, and issues in relation to both the specific client group and mental health. * Ensuring the clinician team operate within statutory and regulatory frameworks, and that they are effectively managed, including induction, training, professional registration, supervision, appraisal, performance management. * Ensuring clinical/therapy activities are developed and consistent with project and contract requirements. * To advise on the skill level required to undertake psychological practice within a service development framework. * Taking a lead role in the workforce and resource planning for the psychological interventions and therapies component of the wider clinical team. * Ensuring appropriate professional psychology and therapist recruitment within the clinical team. |
| **PERSON SPECIFICATION** |
| **Education:**   * You will have a Doctorate in Clinical Psychology and be accredited with HCPC and BPS. * Post qualification training in either DDP, EMDR and/or Theraplay. * Qualified to diagnose Autism and ADHD. * Qualified to supervise Assistant Psychologists and Trainee Psychologists. * Evidence of recent continued professional development/ leadership/ managerial development and able to demonstrable experience in a clinical management role (5 years minimum). There will be a commitment from Kids Inspire to support ongoing CPD.   **Experience to include:**   * Extensive post qualification experience working with children not living with their biological parents and adoptive parents, kinship carers. * Significant, experience in management and leadership, with demonstrable track record of achievement in managing teams, developing staff, and building capacity and capability within a clinical team. * Evidence of senior decision making and managing in a complex environment to create sustained improvements. * Experience in performance management, delivering targets, strategic planning, introducing robust systems, budgetary experience, processes, and programs, and implementing or supporting clinical improvements. * Experience in constructing and delivering training programs for clinical staff and undertaking needs assessment.   **Skills to include experience, understanding and ability in:**   * Advanced theoretical and practical knowledge * Trauma informed theory and practice, performance management methodology and strategic and operational implementation * Workforce management/development * Building strong working relations and inspire confidence. * Working under pressure to meet competing demands and priorities. * Creating a culture that is positive and supportive of wellbeing of staff and service users. * Engaging staff and creating a climate of participation and cooperation to improve services and provide challenge and stretch for excellence. * Managing and supporting performance to challenge the team for continuous improvement for high expectations. * Working across teams and with external organisations, understanding complex connections, relationships and how these impact on the organisation. * Identifying and delivering service improvements. * Microsoft Office and demonstrable general tech confidence. * Post-doctoral training in additional specialised areas of psychological practice, normally over a 6- year period or its equivalent if undertaken on a part-time basis. * Experience of working with a wide variety of client groups and presenting with the full range of clinical severity across the full range of care settings. * Skills as a Senior Clinician to undertake clinical leadership roles and tasks within multidisciplinary and multi-agency contexts. * Professional approval for clinical supervisor status. A high level ability to communicate effectively at both a written and oral level complex, highly technical and clinically sensitive information to service users, their families, carers and a wide range of lay and professional persons within and outside Kids Inspire. * Skills in providing consultation to other professional and non-professional groups. * Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of clinical psychology. * Knowledge of legislation and its implications for both clinical practice and professional * management in relation to Kids Inspire Service users and mental health. * Evidence of continuing professional development as recommended by the BPS. Formal training in supervision of other psychologists and those delivering psychological interventions.   **Qualities/attributes:**   * Inspiring and creative leader and team player with excellent interpersonal skills * Exemplary verbal and written communication skills * Commitment to quality and best practice * Tactful, sensitive, tolerant flexible and positive manner * Personally resilient, positive, self-motivated, and committed to achieving results. * Personal value base conducive with agreed values and behaviours in Kids Inspire * Self-motivator, proactive, self-aware and committed to continuous self-development |
| **REQUIREMENTS & CONDITIONS** |
| * To work within nationally agreed clinical and ethical guidelines of HCPC and BPS and to follow/promote their Code of Practice and Ethics. * To act as ambassador for Kids Inspire. * To hold professional indemnity insurance. * To be a car owner (or other means of transport) to enable travel between locations and to hold a clean license and be covered by business insurance. * To carry out the above tasks in an efficient, pro-active, and effective manner which promotes equality of opportunity, dignity and due respect as outlined in the Equal Opportunities Policy of Kids Inspire.   You will be subject to an enhanced check of criminal records via the Disclosure and Barring Service. All information concerning clients and staff must always be treated as strictly confidential. Breaches of confidentiality will be dealt with under Kids Inspire disciplinary procedure.  Kids Inspire reserves the right to alter the content of this job description, after consultation, to reflect changes to the role or services provided, without altering the general character or level of responsibility.  Reasonable adjustments will be considered as required by the Equality Act 2010.  The duties described in this job description must be carried out in a manner which promote equality of opportunity, dignity and due respect as outlined in the Equal Opportunities Policy of Kids Inspire. |
| **TO APPLY** |
| Please submit your CV and a cover letter to Christie Brown at christie@kidsinspire.org.uk. Your cover letter should express your specific interest in and qualifications/experience for this role as well as respond to these questions: 1) What does it mean for you to have a commitment to diversity and equity? 2) How can you demonstrate that commitment and how would you see yourself demonstrating it at Kids Inspire? Applications will be accepted and reviewed until the position is filled. If the position is visible on our website, it remains open.  At Kids Inspire we continue to build and promote an inclusive culture that encourages, celebrates, and supports diversity and offers equality of opportunities in all aspects of employment.  Applicants with the required qualifications will receive due consideration without regard to their race, colour, religion, age, sex, sexual orientation, marital status, gender identity, national origin, or disability. |