

Job Description & Person Specification

Job Title: Forensic Psychologist

Service: Operations

Reports to: Head of Service or equivalent

Direct Reports: None

About The Role

A Forensic Psychologist is responsible for supporting individuals with specific needs, offering a level of contact, support, and supervision to reintegrate within society. This role will aim to support the team to deliver a high quality, trauma-informed service, working with internal and external teams to aid recovery, reablement, and rehabilitation in a psychologically informed environment (PIE).

This role will focus on providing psychological assessments and support for our residents and participants who have multiple complex needs including high risk and high need and will support the staff team to ensure every interaction is aligned with the support plan for those individuals. This role will further support staff teams including frontline care and support staff, as well as managers to bring psychological practice to life within the organisation.

They will work in accordance with service specifications and agreements to provide a flexible service which is responsive, and inclusive to individual needs, underpinned by SIG's Theory of Change.

About the Post Holder

The post holder will be a self-starter, able to proactively encourage, take leadership and ownership for creating a positive psychologically informed environment. They will have the ability to communicate highly complex and sensitive information effectively within the organisation and with external partners and will have a background in a similar role as a Registered Psychologist with both clinical and a forensic background, working with similar client groups. They will be HCPC registered and have post-graduate doctoral level training.


The post holder will be driven to provide high quality, effective and person-centred support to others. They will thrive when working as part of a team, be an effective communicator, and able to build long-term purposeful relationships with people from different backgrounds, respecting and embracing equality, diversity, and inclusion. They will embrace SIG's values and represent these in everything they do. They will be compassionate, supportive, and empowering to others, comfortable working in a fast-paced and constantly changing environment.

Key Responsibilities

LEADERSHIP

- Provide high quality psychological services to contribute to the delivery of the service in accordance with HCPC standards of conduct, performance, and ethics.
- Demonstrate clinical leadership by setting direction for the psychological service and driving high standards for quality, safety, and ongoing improvement.
- Identify own clinical supervision and CPD needs.
- Stay abreast of new and developing practices and policies in the field of clinical forensic psychology.
- Promote a psychologically informed enabling environment and trauma-informed approach at both a strategic and practical level. Educate others in understanding and delivering to set standards.
- Be integral in the application of staff understanding of criminology, psychology, and behavioural patterns, and how they link to resident/participant behaviours and engagement.
- Support with ongoing staff training and upskilling, bringing a psychologically informed environment within practice across staff teams.
- Design, implement, and evaluate staff training and resident interventions, in line with relevant policies and best practice for meeting the needs of diverse groups.
- Developing proposals for research, audit and service evaluation to respond to local needs, influence policy and enhance the connection between theory and practice.
- Model and facilitate a welcoming and inclusive environment where everyone feels valued and respected.
- Support with identifying internal and external trends and challenges, apply this to continuous improvement for the service.

FORENSIC PSYCHOLOGY

- Provide highly specialised psychological assessment for participants/residents with highly complex conditions based on the appropriate use, interpretation, and integration of data from a variety of sources, which may include neuropsychological testing.
 - Undertake highly skilled evaluations and make decisions about treatment options and provide guidance and consultation to other parties contributing to the resident/participant's diagnosis, formulation, and intervention plan.
 - Facilitate one to one and group workshops and interventions, workshops, PIE training, and support with implementation plans across the organisation.
 - Recognise signs of deteriorating mental health, physical health, or other health implications, as well as signs of harm, abuse, and neglect, including poor clinical practice and initiate appropriate interventions to prevent crisis or other risks.
 - Formulate and implement plans for various therapy routes and management of assessing mental health conditions based upon appropriate conceptual frameworks and evidence-based practice.
 - Exercise full clinical responsibility for resident/participant psychological care, demonstrating skills
- 


in selecting appropriate assessments and interventions.

- Consult with others within the team and externally to contribute to resident/participant diagnosis, formulation, treatment, and risk management plans.
- Create opportunities to collaborate with peers including with other SIG services and external services.
- Develop proposals for research, audit and service evaluation to respond to local needs, influence policy and enhance the connection between theory and practice.

RISK MANAGEMENT, INFORMATION MANAGEMENT AND CASE RECORDING

- In line with SIG's Theory of Change, carry out strengths-based assessments of need and risk and deliver holistic support and risk management plans, enabling residents/participants to achieve their aspirations and keep themselves safe.
- Follow the relevant safeguarding, risk assessment and management procedures, record, and share any relevant information with partner agencies as appropriate.
- Ensure all case recording, and information is accurately recorded in a timely manner, ensuring electronic records are protected in line with GDPR, and kept up to date and written to a high standard.
- Support with consultancy support for various services across the organisation.
- Responsible for reporting concerns, risks, or circumstances and taking all reasonable steps to protect residents/participants, and others within the community groups.
- Ensuring a proactive approach to identifying and reporting community risks associated with our resident group and SIG-owned or managed properties.

GENERAL SERVICE DELIVERY AND MANAGEMENT

- Participate in clinical audits, and other administration activities including compiling reports.
 - Work closely with the Group Psychological Lead with ongoing supervision, training, and service delivery.
 - Reflective practice lead for staff on site.
 - Collaboratively work to assist with ongoing charity wide psychological deliverables for the organisation.
 - Ensure service responsibilities and requirements are carried out effectively. This includes but is not limited to welfare checks, risk assessments, support sessions, safeguarding checks, training and development, and other responsibilities required for effective service delivery.
 - Work flexibility in working patterns and duties, responding to the needs of the service, team, and residents/participants.
 - Possible supervision responsibilities such as with early careers, volunteers, placements, accredited psychologists and other roles which may arise within the duration of employment as within the capacity and means of this position.
- 

SIG POLICIES AND DATA PROTECTION

- Promote, advise, and lead by example by embodying SIG values in creating a positive and productive environment including a Psychologically Informed Environment (PIE) with support.
- Demonstrate and facilitate high standards of service provision in line with organisational values and requirements, ensuring a safe, effective, caring, and responsive service, with support.
- Assist in implementing improvements in and maintain confidentiality in line with organisational policy in respect to residents, participants, staff, and the organisation with support.
- Adhere to and be aware of changes to SIG policies, processes, best practice, Equality, Diversity, and Inclusion (EDI), and data protection always and assist in implementing them where appropriate.
- Lead by example and assist in reporting and improving Health, Safety, and Environmental procedures, whilst following policies and processes in place. This includes but is not limited to maintaining the tidiness and upkeep of shared workspaces and communal areas.

Other responsibilities than those described above may be required to be undertaken from time to time and will be expected to be performed as long as it is within the capacity and level of the position. This JDPS is regularly reviewed and may change in future amendments as per the requirements of the role and organisation.

Person Specification

Qualification and Experience:	Rating
Doctoral level training accredited by the HCPC in forensic, clinical or counselling psychology	Essential
Experience working as a registered psychologist in the criminal justice system and/or forensic mental health setting	Essential
Experience of the psychological assessment and treatment of clients presenting with a range of enduring mental health conditions, complex psychological difficulties and risks to self and others	Essential
Experience working in a psychologically informed environment and providing informed consultation to others	Essential
Post qualification training in personality disorder assessment, diagnosis and treatment and trauma informed working	Desirable
Master's degree in forensic psychology or clinical forensic psychology	Desirable
Experience working with a wide variety of client groups across a range of clinical severity	Desirable
Experience managing a team of psychologists	Desirable
Training in working effectively with people with neurodevelopmental conditions, particularly autism and ADHD.	Desirable
Skills and Abilities	
Ability to use, learn and adapt to IT at an intermediate level, including Microsoft and other software programs.	Essential
Ability to teach, train, consult, and deliver clinical supervision	Essential

Understanding of criminology, psychology, and behavioural patterns, and how they link with different behaviours and engagement	Essential
Ability to understand and apply safeguarding protocols as they arise	Essential
Excellent interpersonal skills; both written and oral. Ability to form and build effective relationships and rapport with others	Essential
Ability to influence and negotiate positive outcomes with others	Essential
Proactive in making decisions to overcome challenges and provide a solutions focused approach using initiative	Essential
Ability to work with confidential information, maintain accurate records, and write accurate reports	Essential
Ability and willingness to show flexibility in working patterns, responding to the needs of the service and residents	Essential
Ability to promote the service and provide outreach-based provision, with an ability to liaise and work effectively in partnership with stakeholders	Essential
Understanding and/or practical knowledge of the social and societal marginalisation that can be attached to people with complex needs	Essential
Training in the administration of established tools for assessment of neurodevelopmental conditions	Desirable
Knowledge of the opportunities and challenges associated with the unique AP environment and the function it serves within the wider criminal justice system	Desirable
Doctoral level knowledge of qualitative and quantitative research design and methods	Desirable
Skills in adapting psychological assessment and intervention for people with neurodevelopmental conditions	Desirable
Personal Characteristics	
Cultural awareness, Self-awareness, and ability to identify personal growth areas and take feedback	Essential
High degree of self-awareness and insight, being aware of role boundaries, identifying areas of personal growth and responding positively to feedback	Essential
Enjoying working creatively and with innovation to identify what works in achieving good outcomes for residents	Essential
Sensitivity and empathy to others, and ability to deal with individual circumstances with professionalism	Essential
Being comfortable working with residents in crisis and supporting staff who manage crisis.	Essential
Trauma-informed, non-judgmental approach to overcome barriers and achieve goals with self and others	Essential
Alignment with SIG's core values, mission, and vision	Essential