

**Maudsley Health / MACANI**  
Practitioner Psychologist

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| <b>Job Title</b>   | <b>Head of Psychology, Maudsley Health, Dubai</b><br><b>Head of Psychology AI Amal Psychiatric Hospital, Dubai</b>   |
| <b>Grade</b>   | <b>Consultant Psychologist</b><br><b>Responsibilities equivalent to Agenda for Change Band 8C</b><br><b>Financial package to be discussed</b>                                  |
| <b>Hours per week</b>                                      | <b>40</b><br><b>Please note this post is temporary to cover maternity leave although a permanent clinical post could be available when the substantive postholder returns.</b> |
| <b>Location</b>  | <b>AI Amal Psychiatric Hospital, Dubai</b>   |
| <b>Reports to: Managerially:</b><br><b>Professionally:</b> | <b>Chief Medical Officer, Maudsley Health</b><br><b>Head of Psychology, CAMHS, SLaM</b>  |
| <b>Accountable to</b>                                      | <b>Managing Director, Maudsley Health</b>  |

## **Background**

Together, MACANI LLC and the South London and Maudsley NHS Foundation Trust have a bold ambition to develop high quality psychiatric services in the United Arab Emirates.

The service in Dubai is commissioned by Emirates Health Services (EHS) to support the development of the AI Amal Psychiatric Hospital, Dubai, into a Centre of Excellence. The AI Amal Psychiatric Hospital is a newly built, dedicated mental healthcare facility and will be the largest provider of psychiatric inpatient care in the UAE.

The postholder will be employed by MACANI LLC, which is the local partner of the Maudsley in the UAE and will be working in the Maudsley Health Team in Dubai at the AI Amal Psychiatric Hospital

## **Job Purpose:**

- To lead the delivery of a highly specialist psychology service to the AI Amal Psychiatric Hospital. The psychology provision will be delivered through a Clinical Academic Group (CAG) structure with psychologists line managed through the CAG Lead structure and professionally supervised through the Head of Psychology structure.
- To develop and regularly review an annual training plan for the psychology staff, taking into account a range of therapeutic modalities. To actively deliver aspects of the Training.
- The postholder will demonstrate clinical excellence in a specialist area.
- To take overall responsibility for the effective running of the EHS Helpline, producing reports as required.
- To manage the placements of trainees and relevant interns, liaising with CAG Leads as appropriate.
- To be responsible to the Chief Medical Officer (Assistant Director of Medical Affairs) for the monitoring and implementation of clinical and professional standards in the practice of applied psychology and psychotherapy in the service and for the systematic and effective provision of professional and clinical supervision.

- To contribute to enabling other staff, service users and carers from diverse backgrounds to flourish by working to create a psychologically safe environment.
- To encourage the conduct of research, service evaluation and audits, as agreed with the Maudsley Health, Dubai, Senior Management Team and Head of Research, and that it is relevant to the service and the Hospital research agenda.
- To be responsible for the good clinical governance, quality and appropriateness of the work of psychologists in the Hospital.
- To work as an autonomous professional within BPS and HCPC guidelines and codes of conduct, and guided by principles and policies or procedures, and interpret these and be responsible for their implementation within the Hospital.

## **Key Responsibilities:**

### **KR 1 Clinical and Client Care**

- To review and recommend the plan of delivery for psychological care.
- To plan and organise the integrated delivery of services with other agencies and service providers and ensure co-ordination of psychology services with other services where possible.
- To provide highly specialist psychological assessments, formulations and interventions for clients in the service and demonstrating clinical excellence at a level expected of a psychologist who has achieved the equivalent of a PG Diploma-worth of post-qualification specialist development.
- To provide culturally appropriate psychological interventions with carers or families of referred clients when required.
- To assess and monitor risk and draw up appropriate risk management plans.
- To act as a care co-ordinator taking responsibility for initiating planning and reviewing care plans, ensuring evidence based practice is used whenever possible.
- To ensure that all services provided are acceptable and accessible to the diverse communities who use the service.

### **KR 2 Responsibilities for team or service clinical functioning**

- To work collaboratively with the CAG Leads, other senior staff and Heads of Departments to plan and deliver joint services that are integrated around the needs of patients.
- To co-ordinate (and chair) clinical team meetings as requested, to ensure effective functioning.
- To ensure the effective working of the team or service and a psychologically informed framework for the Hospital.
- To be sensitive in challenging any discrimination and support the development of culturally competent services.
- To advise other members of the service on specialist psychological care of clients.
- To liaise with referrers, GPs and other professionals concerned with clients in order to develop and review care plans.
- To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.

### **KR 3 Policy and service development**

- To interpret policies and guidance for application in the Hospital and be responsible for relevant policy development and implementation
- To implement and ensure appropriate service developments to improve the quality and delivery of services in the Hospital, in line with contract requirements.
- To ensure the consultation and engagement of service users in planning and delivering services which meet the needs of local communities.
- To participate in, or lead when appropriate, implementation of Hospital initiatives (e.g. national guidelines), through membership of committees and/or working parties.
- To support the application of clinical governance standards within the Hospital and ensure that these are maintained and improved.
- To take a lead role in ensuring that services to clients are of a high quality and are managed efficiently, according to the overall requirements of the Hospital and government guidance and standards.

#### **KR 4 Care or management of resources**

- To make recommendations about psychology resources in the Hospital.
- To identify required materials and equipment and to order through the Hospital system.

#### **KR 5 Management and supervision**

- To deputise when appropriate for other senior staff
- To provide leadership to psychologists and other professionals in the Hospital. To ensure appropriate systems are in place for the clinical and professional supervision of psychologists in the hospital.
- To advise on recruitment of psychology staff.
- To work collaboratively with the CAG Lead to ensure appraisals and personal development plans for psychologists are embedded.
- To role model and advise on the management of psychology staff.
- To provide professional and clinical and supervision to less senior psychologists, assistant psychologists and trainee psychologists, and the psychological work of other professions as appropriate.

#### **KR 6 Teaching and Training**

- To manage the development of specialist clinical placements for trainee psychologists and interns.
- To be responsible for planning, organising, and the delivery of teaching and training of pre and post- qualification psychologists and specialist training to other professions.
- To contribute to the development of the knowledge and skills base by maintaining an active awareness of current developments in psychology and by implementing knowledge gained in practice.
- To disseminate research and service evaluation findings through presentations and published articles.

#### **KR 7 Record-keeping and Information Governance**

- To ensure that all information generated by own work is recorded as required by policies and local procedures.
- To ensure the highest standards of clinical record keeping and report writing, according to professional guidelines, including electronic data entry where possible.

#### **KR 8 Research and development**

- To ensure the planning, initiation and completion of research, service evaluation and audits relevant to the Hospital, as agreed by the Maudsley Health SMT and Head of Research.
- To provide expertise in a specialist research area which will contribute to the Hospital.
- To initiate and implement the development of outcome measurement and assessment and assist other staff in the implementation of same.

#### **KR 9 Maintaining professional standards and continuing professional development**

- To receive regular clinical and professional supervision according to HCPC and BPS guidelines.
- To ensure own Continuing Professional Development in line with BPS and Personal Development Plan requirements and the HCPC 'Standards for Continuing Professional Development'.
- To maintain an up-to-date knowledge of current developments in professional and clinical practice and of relevant legislation and policies.
- To comply with the HCPC 'Standards of Conduct, Performance and Ethics' and 'Standards of Proficiency', and ensure professional development in line with these.
- To meet and maintain licensing requirements in country of origin where possible, as well as in the UAE.
- To adhere to the BPS's Professional Practice Guidelines and relevant local policies and procedures.
- To ensure that all psychology staff for whom the post-holder has leadership or management responsibility, maintain professional standards and continuing professional development.

#### **KR10 General**

- To travel to community or home visits and professional meetings, or to other healthcare premises, as appropriate when required.

- To be aware of risk relating to aggressive and challenging behaviour amongst the client group, and follow policies relating to its management.
- To respond appropriately and professionally to emotionally distressing situations such as challenging behaviour and to support others involved in such situations.
- To work flexibly which will include offering a regular commitment to late working (likely to be once weekly) within the overall Job Plan.

#### **Sample Job Plan**

|           | Sunday   | Monday                      | Tuesday                       | Wednesday | Thursday            |
|-----------|----------|-----------------------------|-------------------------------|-----------|---------------------|
| Morning   | Clinical | Administration and Helpline | Teaching/ Delivering Training | Clinical  | Delivering Training |
| Afternoon | Clinical | Administration/ Clinical    | Research                      | Clinical  | Administration      |

### **Person Specification: Essential**

#### **Qualifications and Professional Registration**

- Entry-level qualification in Applied Psychology (professional Doctorate, or combination of MSc plus PG Diploma level additional training) that has been accepted by the HCPC for purposes of professional registration. **(A/I)**  
*Clinical psychologist: Doctorate in Clinical Psychology or equivalent;*
- Additional training beyond entry-level qualification in a specialised area of psychological practice through formal post-qualification training (PG Diploma or equivalent), OR a combination of specialist short courses and/or an evidenced portfolio of supervised practice-based learning in a specialist area of clinical practice, assessed by a BPS National Assessor and an experienced clinical supervisor to be of equal level to a Postgraduate Diploma or higher. **(A/I/R)**
- Completed training course in clinical supervision. **(A/I/R)**
- Registered with the HCPC as Practitioner Psychologist, and evidence of continuing professional development as required by the HCPC. **(A/I)**

#### **Knowledge**

- Knowledge of the theory and practice of management and leadership. **(A/I/R)**
- Advanced knowledge of the theory and practice of specialised psychological therapies for specialist clinical area. **(A/I/R)**
- Advanced theoretical knowledge of psychopathology and the evidence base for the relevant treatment area. **(A/I/R)**
- Advanced knowledge of psychological assessment and clinical psychometrics. **(A/I/R)**
- Knowledge of legislation in relation to the client group and mental health issues, child and adult protection, and equalities. **(A/I/R)**
- Doctoral level knowledge of psychological research methodology and complex statistical analysis. **(A/I/R)**
- Knowledge of factors affecting acceptability and accessibility of mental health care. **(A/I/R)**

#### **Experience**

- Evidence of having worked as a clinical specialist under supervision. **(A/I)**
- Experience of undertaking leadership roles **(A/I)**
- Experience of specialist psychological assessment and treatment of clients with a range of psychological needs of a complex nature in specialist field. **(A/I)**
- Experience of supervising assistant and trainee psychologists having completed the relevant training. **(A/I)**
- Experience of providing teaching and training to psychologists or other professional groups. **(A/I)**
- Post-qualification experience that supports working with, and addressing issues of, diversity within local populations. **(A/I)**
- Experience of carrying out post-doctoral research, audit or service evaluation projects. **(A/I)**

- Experience of proposing and implementing service development projects that impact beyond own service area. **(A/I)**
- Experience of participation in recruitment **(A/I)**

### **Skills**

- To deliver psychological therapy across cultural and other differences.
- To select and administer specialist psychological assessments, interpreting and integrating complex data that require analysis, interpretation and comparison, drawn from several sources, on which expert opinion may differ.
- To communicate skilfully and sensitively complex and sensitive information with clients, carers and colleagues overcoming barriers to communication including sensory, and emotional difficulties, cultural differences and hostility to or rejection of information.
- To plan and schedule assessment and interventions for individual clients and groups and carers, and to organise clinical meetings such as case reviews.
- To plan delivery of psychology and psychotherapy services to the client group and carers, involving partner agencies as appropriate.
- To be expert in the skilled administration of psychometric tests, including skilled manipulation of test materials; and to be able to supervise others in administration of psychometric tests.
- Well developed consultation skills to work with the multi-professional team or other professional groups. **(A/I/R)**
- Well-developed IT skills including entry and analysis of research data and for teaching purposes. **(A/I/R)**
- Skills in providing teaching and training to other professional groups **(A/I/R)**

### **Abilities**

- Ability to work effectively within a multi-disciplinary team, contributing to effective team functioning and holding team roles. **(A/I/R)**
- Ability to identify and employ mechanisms of clinical governance as appropriate. **(A/I/R)**
- Ability to develop and use complex multi-media materials for presentations in public, professional and academic meetings **(A/I/R)**
- Ability to maintain concentration and to remain in restricted positions for long periods during observations, assessments and psychological interventions, and to deal with unexpected interruptions or changes during these. **(A/I)**
- Ability to manage emotionally stressful situations such as working with victims of abuse or trauma, or with people who engage in severe self-harming or aggressive behaviour. **(A/I)**
- Ability to manage verbal aggression and hostility directed at self. **(A/I)**

### **Person Specification: Desirable**

- Ability to speak Arabic.
- Accredited Trainer.
- Experience of delivering psychological services in the UAE.
- Experience of a leadership role in the UAE.