

## Maudsley Health Hospital

### Job Description

Post Title	Team Lead/Consultant Clinical Psychologist DBT Team, CAMHS CAG
Hours	40 (42.5 to include break). The need to provide services when required by patients is essential. The postholder may be asked to provide 2 late clinics and one weekend day weekly.
Department	Child and Adolescent Mental Health CAG
Base	Maudsley Health Hospital, Abu Dhabi
Reports to	Lead Psychiatrist, Outpatients, CAMHS CAG
	<i>The postholder will be employed by MACANI LLC.</i>

### Maudsley Health

Maudsley Health is the brand name for the collaboration between South London and Maudsley NHS Foundation Trust (SLaM) and MACANI, the local partner. It was formed in 2015 to support the development of high-quality mental health services within the Middle East. Ambitious development plans are actively being progressed, and the service is growing geographically and clinically in a planned way. Maudsley Health began by providing child and adolescent mental health services in Abu Dhabi in 2015 and then Adult Mental Health Services in 2017. In 2018 the service successfully bid for a contract to work with the then Ministry of Health and Prevention (now Emirates Health Services) to support the development of Al Amal Psychiatric Hospital in Dubai.

The aim of Maudsley Health in the UAE is to deliver high quality mental health services, including advice, training and consultation across the range of mental health problems. This requires working collaboratively with multi-disciplinary colleagues, other professionals, families and patients. The service aims to provide a supportive environment using evidence-based approaches and will offer training and development to professionals.

The post is being created to support the development of services in the Middle East.

They will have access to an office and computer facilities; the use of an electronic record system is required.



# Maudsley Health - Vision and Mission

## Vision

To be a service of excellence and innovation and to help establish the UAE as a world class provider of mental health care

## Mission

- ❖ To improve the mental health and wellbeing of the UAE population.
- ❖ To deliver high quality evidence based care; Prevention, Early Intervention, Community, Outpatient and inpatient mental health services.
- ❖ To have professional, motivated and happy staff who feel proud of their contribution.
- ❖ For patients to feel cared for and that the service they received has been positive for them.
- ❖ To be actively influencing, supporting and delivering quality research in the MENA region.
- ❖ To grow into a specialized mental health teaching organization.
- ❖ To actively support medical tourism.
- ❖ To be authentic and sustainable.

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## Maudsley Health Hospital

Following an international tender process by the Department of Health, Abu Dhabi, Maudsley Health successfully bid for a contract to deliver permanent inpatient care in Abu Dhabi. The Maudsley Team has significant local, on the ground, clinical experience but a new team of clinical and support staff will be required to deliver services at the new Maudsley Health Hospital.

The MACANI founders have an impressive track record of spearheading the launch and development of new businesses, bringing international models of best practice to the UAE.

SLaM is internationally recognized as one of the leading mental health institutions globally, it has a unique relationship with the Institute of Psychiatry, Psychology and Neurosciences, part of Kings College, London.

With the combination of on the ground experience, local business acumen and support from SLaM, the aim is to deliver very high quality, evidence based care, with innovation and research embedded. The quality of the service should stand out across the Middle East.

A Hospital has been acquired, is in the process of complete redesign, and will open during 2026. 138 beds are planned across 11 wards. A Clinical Academic Group structure will be adopted, similar to that in South London and Maudsley NHS Foundation Trust, the CAGs being formed are;

- Addictions
- Adult
- Adult Specialist, including Mother and Baby and Eating Disorders
- Child and Adolescent Mental Health (CAMHS)
- Intellectual Disability
- Mental Health of Older Age (MHOA)

	All CAGs will have inpatient services, day care and outpatient services and there is the intention to develop integrated community services. Specialist services and innovation will be encouraged in all CAGs as will internal and external training.
2	<p><b>Job Purpose</b></p> <ul style="list-style-type: none"> <li>To lead, manage and plan the delivery of a highly specialist Dialectic Behaviour Therapy Team and personally provide expert clinical input.</li> <li>To work collaboratively with the Consultant Psychiatrist who will have a small number of sessions attached to the Team .</li> <li>To contribute to enabling other staff, service users and carers from diverse backgrounds to flourish by working to create a psychologically safe environment.</li> <li>To ensure the conduct of research, service evaluation and audits relevant to DBT Service research agenda.</li> <li>To be responsible for the good clinical governance, quality and appropriateness of the work of staff within the DBT Team.</li> <li>To work as an autonomous professional within DOH, 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 service area of responsibility.</li> <li>To always uphold and enhance the reputation of Maudsley Health, MACANI and SLaM.</li> </ul>
3	<p><b>Key Responsibilities</b></p> <p><b>KR1 Clinical and Client Care</b></p> <ul style="list-style-type: none"> <li>To plan, organise and ensure the delivery of psychology services in the DBT Service, working collaboratively with the Lead Psychiatrist, Outpatient CAMHS.</li> <li>To plan and organise the integrated delivery of services with other agencies and service providers and ensure co-ordination of the DBT Team with other services.</li> <li>To provide highly specialist psychological assessments, formulations and interventions for clients in the DBT Team.</li> <li>To provide culturally appropriate psychological interventions with carers or families of referred clients when required.</li> <li>To assess and monitor risk and draw up appropriate risk management plans</li> <li>To act as care co-ordinator taking responsibility for initiating planning and reviewing care plans, meetings and CPA reviews as necessary.</li> <li>To ensure that all services provided are acceptable and accessible to the diverse communities which make up the service users (young people, families and carers) of the DBT Team.</li> </ul> <p><b>KR2 Responsibilities for team or service clinical functioning</b></p> <ul style="list-style-type: none"> <li>To work with the leads/managers of other CAMHS Teams to plan and deliver services that are integrated around the needs of service users.</li> <li>To co-ordinate (and chair) team meetings to ensure effective functioning and review of Service when appropriate.</li> <li>To ensure the effective working of the team and a psychologically/ psychotherapeutically informed framework for the service.</li> <li>To take a lead in ensuring the team ability to deliver accessible and acceptable services to diverse local communities.</li> <li>To be proactive in challenging discrimination and support the development of culturally competent services.</li> <li>To advise other members of the Team and wider CAMHS CAG on specialist psychological care of clients.</li> <li>To liaise with referrers, GPs and other professionals concerned with clients in order to develop and review care plans.</li> <li>To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.</li> </ul>

### **KR3 Policy and service development**

- To interpret policies and guidance for application in the DBT Team and be responsible for policy development and implementation.
- To initiate, implement and ensure appropriate service developments to improve the quality and delivery of services.
- 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, organisation and CAG strategic development and implementation of new initiatives, through membership of committees and/or working parties.
- To be responsible for applying clinical governance standards within the Service and ensure that these are maintained and improved.
- To take a lead role in ensuring that patient care is of a high quality and are managed efficiently, according to the overall requirements of the organisation and DOH guidance and standards.

### **KR4 Care or management of resources**

- To be responsible for the management of psychology resources in the DBT Team.
- To ensure that the DBT Team has sufficient materials and equipment.

### **KR5 Management and supervision**

- To ensure appropriate systems are in place for the clinical and professional supervision of other clinicians in the Team.
- To take part in recruitment of psychology staff in the Team.
- To lead appraisals of, and personal development plans for psychologists in the Team.
- To be responsible for the management of psychology staff in the Team including allocation and review of work and performance management if necessary.
- To provide professional, clinical and management supervision to less senior psychologists, assistant psychologists and trainee psychologists, and the psychological work of other professions as appropriate.

### **KR6 Teaching and Training**

- To organise access to and provide specialist clinical placements for trainee applied psychologists.
- 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 in the Team.
- To contribute to the development of the knowledge and skills base within the Team by maintaining an active awareness of current developments in psychology by implementing knowledge gained in practice.
- To disseminate research and service evaluation findings through presentations and published articles.

### **KR7 Record-keeping and Information Governance**

- To ensure that all information generated by own work is recorded as required by organisation policies and local procedures.
- To ensure good standards of clinical record keeping and report writing, according to professional, organisational and regulatory guidelines, including electronic data entry, in those parts of the Team for which the post-holder has management or leadership responsibility.

### **KR8 Research and development**

- To ensure the planning, initiation and completion of research, service evaluation and audits relevant to the Team.
- To initiate and implement the development of outcome measurement and assessment and assist other staff in the implementation of same.

### **KR9 Maintaining professional standards and continuing professional development**

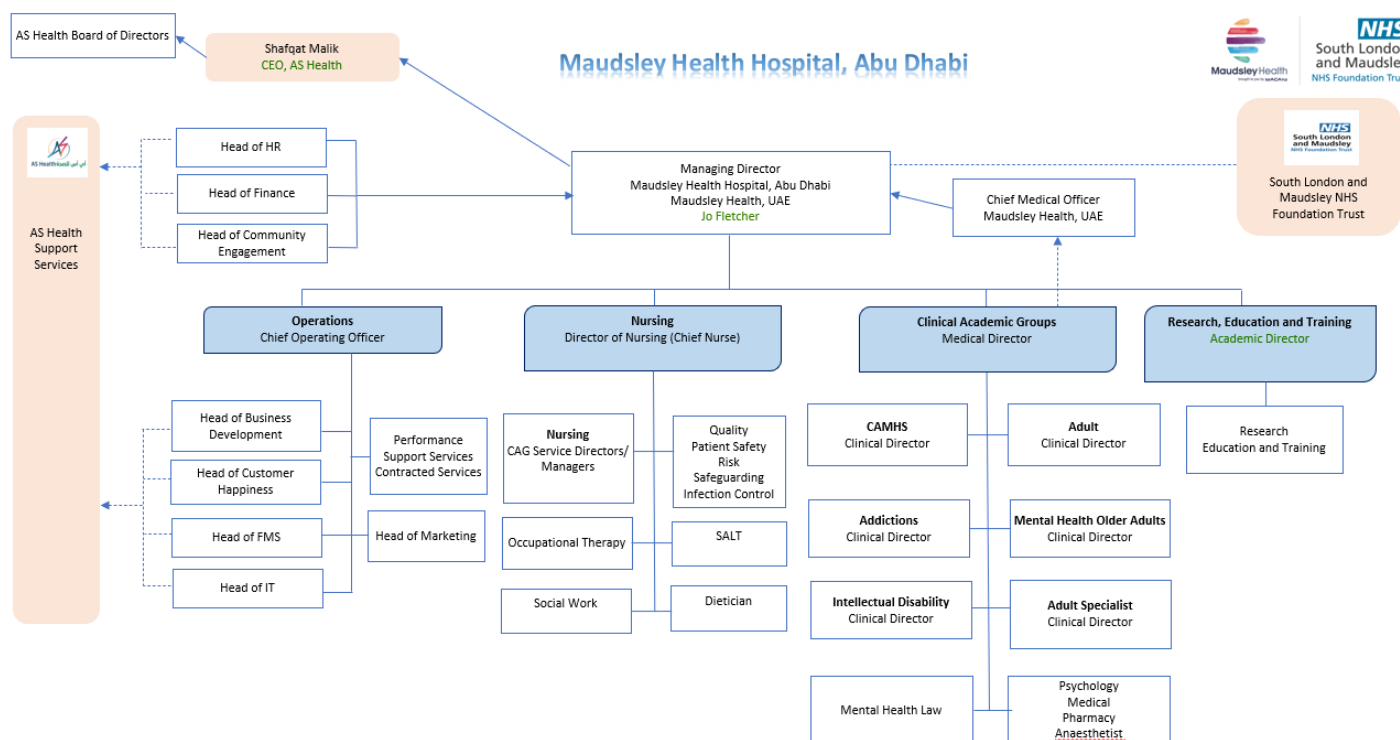
- To receive regular clinical and professional supervision according to the organisation's guidelines.

- To ensure own Continuing Professional Development in line with 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 DOH and HCPC 'Standards of Conduct, Performance and Ethics' and 'Standards of Proficiency', and ensure professional development in line with these.
- To adhere to the BPS's Professional Practice Guidelines and organisation's 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 different locations as appropriate and across the organisation when required.
- To be aware of risk relating to aggressive and challenging behaviour amongst the client group, and follow organisation policies relating to its management.
- To respond appropriately and professionally to emotionally distressing situations and to support others involved in such situations.
- To work flexibly which may include offering some regular commitment to late clinics or out of hours working, within the overall Job Plan.

#### Organisational Position



#### Contribution:

Time commitment: 40 hours per week (plus minimum of 30 minute break every 6 hours, in line with European Working Time Directives).

On occasion additional hours may be required to undertake the role well. Under Labour Law, the hours must not exceed 48. Flexibility may be required, and it is expected the post holder will work two evenings per and one weekend day per week to ensure the service is accessible to patients.

6	<p><b>Other Information</b></p> <p><u>Confidentiality</u></p> <p>Confidentiality/data protection regarding all personal information and service activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as FAHR and the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all relevant Information governance policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action may be taken.</p> <p><u>Equal Opportunities</u></p> <p>Promote the concepts of equality of opportunity and managing diversity service wide.</p> <p><u>Health and Safety</u></p> <p>Employees must be aware of Health and Safety responsibilities, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.</p> <p><u>Infection Prevention and Control</u></p> <p>Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with service policy.</p> <p><u>Professional standards and performance review</u></p> <p>Maintain consistently high professional standards and act in accordance with the relevant professional code of conduct. Employees are expected to participate in the performance review process.</p> <p><u>Service/Department standards</u></p> <p>Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.</p> <p><u>Finance</u></p> <p>All staff will comply with the financial processes and procedures.</p> <p><u>Safeguarding Children</u></p> <p>Employees must be aware of the responsibilities for safeguarding children and vulnerable adults.</p> <p><u>Code of Conduct</u></p> <p>The post holder is required to adhere to the standards of conduct expected of all staff, under the requirements of FAHR. This job description will be subject to regular review and adjustment.</p> <p><u>Caveat</u></p> <p>This job description is an outline of the key tasks and responsibilities of the post, and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the service, as well as the personal development of the post holder.</p>
7	<p><b>Brief terms and conditions</b></p> <p><b>(All below are subject to change)</b></p> <ul style="list-style-type: none"> <li>▪ All staff have 22 days annual leave per annum, plus the government declared national holidays.</li> <li>▪ Allied Health staff have 2.5 days' study leave per annum.</li> <li>▪ The post-holder will be an employee of Macani, a UAE entity.</li> <li>▪ The post-holder will be expected to live within 60 minutes of their workplace unless agreed otherwise by prior negotiation.</li> </ul>

- The appointment will be subject to satisfactory visa requirements, including health testing.

## Person Specification

### Qualifications

#### Essential Requirements

- 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)
- Additional training beyond entry-level qualification in psychological practice in DBT 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 clinical practice working with people with emotion dysregulation and self-harm/suicidal behaviour. (A/I)
- Completed training course in clinical supervision. (A/I)
- Registered with the DOH and relevant country professional body (e.g. HCPC in UK) as Practitioner Psychologist, and evidence of continuing professional development as required by the relevant body. (A/I)

#### Desirable Requirements

- Training in DBT-Prolonged Exposure (DBT- PE) (A/I)
- Training in Radically Open DBT (RO-DBT) (A/I)
- Training in Attachment Based Family Therapy (ABFT) (A/I)
- Training in Family Connections (A/I)

### Experience

#### Essential Requirements

- Evidence of having worked as a clinical specialist under supervision in the field of DBT. (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 the clinical field of emotion dysregulation. (A/I)
- Experience of supervising more junior 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 communities. (A/I)

#### Desirable Requirements

- Experience of delivering highly specialist psychotherapeutic interventions with young people with emotion dysregulation and self-harm and their families (A/I)
- Experience of providing consultation to other services for young people with emotion dysregulation difficulties (A/I)
- Experience of proposing and implementing service development projects that impact beyond own service area. (A/I)



- Experience of carrying out post-doctoral research, audit or service evaluation projects. (A/I)
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## Knowledge and Skills

### Essential Requirements

- Advanced knowledge of the theory and practice of specialised psychological therapies for young people with emotional dysregulation and their families (A/I)
- Skills in working with young people with common comorbid presentations of young people with emotion dysregulation such as anxiety, depression, eating disorders, substance misuse, PTSD and complex PTSD (A/I)
- Advanced theoretical knowledge of psychopathology and the evidence base for the relevant treatment interventions for young people with emotion dysregulation and complex PTSD. (A/I)
- Advanced knowledge of psychological assessment and clinical psychometrics. (A/I)
- Knowledge of legislation in relation to the client group and mental health issues, child and adult protection, safeguarding and equalities. (A/I)
- Doctoral level knowledge of psychological research methodology and complex statistical analysis. (A/I)
- Knowledge of factors affecting acceptability and accessibility of mental health care. (A/I)
- To deliver psychological therapy across cultural and other differences. (A/I)
- 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. (A/I)
- 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. (A/I)
- To plan and schedule assessment and interventions for individual clients and groups and carers, and to organise meetings such as CPAs and case reviews. (A/I)
- To plan delivery of psychology services to the client group and carers, involving partner agencies. (A/I)
- To be expert in the skilled administration of psychometric tests, including skilled manipulation of test materials; and to be able to

### Desirable Requirements

- Knowledge of the theory and practice of management and leadership. (A/I)
- Understanding and knowledge of child protection procedures and safeguarding (A/I)
- Awareness of management processes including finance processes (A/I)
- Knowledge of recruitment processes (A/I)



- supervise others in administration of psychometric tests. (A/I)
- Well-developed consultation skills to work with the multi-professional team or other professional groups. (A/I)
  - Well-developed IT skills including entry and analysis of research data and for teaching purposes. (A/I)
  - Skills in providing teaching and training to other professional groups (A/I)

#### Abilities

##### Essential Requirements

- Ability to work effectively within a multi-disciplinary team, contributing to effective team functioning and holding team roles. (A/I)
- Ability to run DBT groups with young people and parents/carers (A/I)
- Ability to identify and employ mechanisms of clinical governance as appropriate. (A/I)
- Ability to develop and use complex multi-media materials for presentations in public, professional and academic meetings. (A/I)
- 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)

##### Desirable Requirements

- Ability to work with young people with neurodevelopmental disorders (A/I)
- Ability to speak Arabic language

Staff Name:	
Signature:	
Date:	
Line Manager:	
Signature:	
Date:	