

Maudsley Health Hospital

Job Description

Post Title	Psychiatrist (Staff Grade / UAE Specialist Psychiatrist)
Hours	40 (42.5 to include break), on occasion additional hours may be required to undertake the role well. Under Labour Law, the hours must not exceed 48. Flexibility is required to undertake the job well. On call commitments are a part of this role.
Department/ Clinical Academic Group (CAG)	Children and Adolescent Mental Health, General Adults, Older Adults, Intellectual Disability, Addictions.
Base	Abu Dhabi and Dubai
Reports managerially to Reports accountable to	Clinical Director/CAG Lead of the relevant Clinical Academic Group Maudsley Health
	<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 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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Job Purpose

The Maudsley, in conjunction with Macani LLC requires Specialist Psychiatrists (equivalent to Staff Grade) to provide services in the United Arab Emirates. The post is being created to support the development of services in the Middle East and will be based in the Northern Emirates, near Dubai. The post holder will be expected to deliver effective, highly specialist assessments and treatments in accordance with UK and UAE guidance of professional regulatory bodies in conjunction with other members of the multidisciplinary team. The staff member will be directly involved in assessment and management, particularly of complex cases where there are psychiatric and other psycho-social factors.

As services are still relatively new and changing, a degree of flexibility and creativity will be required together with an appreciation of relevant cultural issues. Of greatest importance is the ability to deliver high quality, evidence-based care.

The reputation of Maudsley Health, MACANI and South London and Maudsley NHS Foundation Trust should be upheld, and it should be enhanced as a result of the contribution of the post hold.

KEY RESPONSIBILITIES:

Clinical Care

- Conduct comprehensive psychiatric assessments, including diagnostic evaluations and risk assessments
- Diagnose and manage a wide range of mental health disorders in line with DSM-5 / ICD-10 standards
- Develop, implement, and review individualized treatment plans, including pharmacological and non-pharmacological interventions
- Prescribe and monitor psychotropic medications, ensuring safe and evidence-based use
- Provide inpatient and outpatient psychiatric care, including crisis intervention when required
- Lead and participate in multidisciplinary case discussions and care planning
- Ensure timely and accurate clinical documentation in the electronic medical record

Patient Safety & Quality of Care

- Assess and manage risk related to self-harm, suicide, aggression, and safeguarding concerns

- Ensure care is delivered in accordance with hospital policies, ethical standards, and local regulatory requirements
- Participate in clinical audits, peer reviews, and quality improvement initiatives
- Promote patient-centred, trauma-informed, and recovery-oriented care

Multidisciplinary Collaboration

- Work closely with psychologists, nurses, social workers, and other allied health professionals
- Provide clinical guidance and support to junior medical staff and residents (where applicable)
- Liaise with families, caregivers, and external agencies as appropriate to support continuity of care

Teaching & Professional Development

- Participate in teaching, supervision, and mentoring of junior clinicians and trainees
- Maintain ongoing professional development and fulfil CME / CPD requirements
- Stay up to date with current psychiatric research, best practices, and clinical guidelines

Administrative & Governance Responsibilities

- Contribute to service development, pathway design, and clinical governance activities
- Comply with regulatory requirements of relevant health authorities (e.g., DHA, DOH, MOHAP)
- Participate in on-call rotas as required by the service
- Support accreditation processes (e.g., JCI,) and hospital inspections

OTHER ELEMENTS OF THE ROLE ARE TO:

- Ensure that electronic patients clinical records relating to post holders work are well maintained and meet required standards for documentation and communication with referrers and users are met.
- Contribute to the development of policies and procedures to support good practice and ensure that appropriate high-quality clinical services are delivered.
- Provide a service that promotes diversity; meets the needs of service users from diverse ethnic, cultural and religious traditions, accessible and sensitive to needs relating to disability and gender.
- Collect activity information as requested to meet the demands of performance management and service planning.
- Participate in meetings and other management meetings as appropriate to the post holders' responsibilities
- Apply quality standards to all work undertaken in line with Clinical Governance policies.
- Act with integrity and honesty at all times
- Attend professional meetings as appropriate within and outside the CAG and agreed Personal Development Plan.
- Assist in or lead research and evaluation where required and as agreed.
- Take part in and lead audit projects when appropriate and agreed.
- Encourage junior staff and support their efforts in undertaking audit projects
- Adherence to the agreed job plan and appraisal procedures by the organisation.
- Maintain relevant professional and licensing requirements.
- Maintain good standing with the Royal College of Psychiatrists or equivalent, in respect of CPD.
- Maintain compliance with the Mandatory Training Register requirements.

4	<p>Contribution:</p> <p>Time commitment: 40 hours per week (42.5 hours including break).</p> <p>On occasion additional hours may be required to undertake the role well. Under Labour Law, the hours must not exceed 48. Flexibility is required and on call is part of the role.</p>
5	<p>Other Information</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>

Code of Conduct

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.

Caveat

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.

Brief terms and conditions

(All below are subject to change)

- All staff to have 22 days annual leave per annum, plus the government declared national holidays.
- The post-holder is required to participate in the CPD program.
- Allied health staff have access to 5 study leave days per annum (whole time) consistent with Personal Development Plans.
- The post-holder will be an employee of Macani, a UAE entity.
- The post-holder will be expected to live within 60 minutes of their workplace unless agreed otherwise by prior negotiation.
- The appointment will be subject to satisfactory Occupational Health and Enhanced DBS/CID clearances and visa requirements, including health testing.

It is the condition of your employment that you are and remain a fully registered practitioner maintain the Department of Health, Abu Dhabi or Ministry of Health and Prevention MOHAP license. The organisation will apply for the initial license in the UAE, but it is the individual's responsibility to ensure these registrations are renewed.

Person Specification

Verified at interview (I), by application form (A) or by test (T)

	Essential	Desirable
Qualifications	Primary Medical Qualification General Psychiatry Training Programme Membership of the Royal College of Psychiatrists (MRcPsych)/ MD Valid GMC/home country license.	(a) Higher degree or additional qualifications A
Training and Experience	(a) Training will have included psychiatric inpatient management A/I	(a) Approved training in relevant therapeutic practice e.g. CBT or Family Therapy A/I (b) previous experience as a Responsible Clinician
Clinical skills	(a) Considerable competence in psychopharmacology I (b) Competence in non-medication therapeutic approaches I (c) Evidence based practice I	(a) Knowledge and experience of the Recovery model I (b) Knowledge and understanding of electronic mental health records and Information and Communications

		(d) Knowledge and compliance with relevant national and professional guidelines A/I	Technology A/I Experience in General Adult psychiatry A/I
Teaching		(a) Experience of and interest in developing post-graduate teaching A/I (b) Experience of training junior doctors A/I	(a) Knowledge, understanding and experience of the development training programmes for staff of all disciplines. A/I
Academic Achievements		(a) Research and audit project understanding and experience A/I	(a) Demonstrable academic achievements to support continued allocation of Research time in job plan A/I (b) A proven track record or the ability to demonstrate potential in the research of adult psychiatry A/I (c) A higher research degree (e.g. MPhil., MD or PhD) A (d) Publication(s) accepted by peer review journals in a relevant academic field A
Personal Skills		a) Ability to travel A b) Ability to work flexibly (as agreed job plan)	(a) Knowledge and understanding of the current NHS context and ability to work within constantly changing environment I (b) Membership of Medical Defence Organisation A (c) Ability to speak Arabic A/I (d) Understanding of the health care system in the Middle East and an ability to work constructively within a changing and developing environment with different cultures and languages.