

## Maudsley Health Hospital

### Job Description

Post Title	Consultant Clinical Psychologist
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 may be required, and it is expected the post holder will work two late clinics and weekends (likely to be once weekly) within the overall Job Plan, to ensure the service is accessible for patients.
Grade	Band 8 (a,b,c)
Department	CAMHS, General Adults, Specialist Service (Maternal Mental Health and Eating Disorders), Intellectual Disability, Mental Health of Older Adults
Base	Maudsley Health Hospital, Abu Dhabi
Reports managerially to Reports accountable to	Clinical Director (respective CAG) Maudsley Health Hospital
	<i>The postholder will be employed by MACANI LLC.</i>

#### Maudsley Health

1 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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## **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 2025. 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;

- Child and Adolescent Mental Health (CAMHS)
- Addictions
- Adult
- Mental Health of Older Age (MHOA)
- Intellectual Disability
  - Specialist Services such as Mother and Baby and Eating Disorders will also be provided.

All CAGs will have inpatient services, day care and outpatient services, specialist services and innovation will be encouraged in all CAGs as will internal and external training. The Hospital will be able to access support from South London and Maudsley NHS Foundation Trust. The appointment in 2024 of an Academic Director will assist CAGs with embedding research and development of a training facility.

**Job Purpose**

- To demonstrate clinical excellence in a specialist area and carry a highly specialist clinical caseload.
- To have responsibility for the professional leadership, supervision and line management of psychologists and assistant psychologists within the relevant CAG.
- To devise, develop, and implement policies and lead service developments as required for the CAG as appropriate.
- To consider the training needs of psychology staff to ensure professional development and delivery of up-to-date practices.
- To be responsible to the Clinical Director 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 Senior Management Team and Academic Director, ensuring these are relevant to the service.
- To be responsible for the clinical governance, quality and appropriateness of the work of psychologists in the CAG.
- To have a leadership role as part of the CAG's management team, ensuring service plans, developments and pathways are psychologically informed.
- To work collaboratively with other members of the CAG to develop and deliver services that meet the mental health needs of the people in the Emirate of Abu Dhabi and possibly wider.
- To work as an autonomous professional within DOH, BPS and HCPC guidelines and Maudsley Health codes of conduct, and guided by principles and policies or procedures, and interpret these and be responsible for their implementation.
- To manage the placements of interns as required.
- To uphold and enhance the reputation of Maudsley Health.
- To support the sustainability of Maudsley Health 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 care with other agencies and service providers and ensure coordination of psychology services with other services where possible.
- To provide a highly specialist psychology service to patients.
- To provide clinical assessments drawing on advanced specialist theoretical and practical knowledge of a wide range of psychological procedures and evidence-based practices.
- To provide psychological formulations, drawing on advanced specialist theoretical knowledge and experience of working with patients with difficulties in relation to their mental health.
- To develop, implement and lead individualised and specialist psychological therapy interventions as appropriate.

- To provide culturally appropriate psychological interventions with relevant patient age group.
- To assess and monitor risk and develop appropriate risk management plans.
- To act as a care coordinator 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 Clinical Director and Service Director and other senior staff 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 service.
- 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**

- Working alongside Clinical Director, to be responsible for developing, interpreting and implementing policies and service development strategies for the defined area and within own clinical practice.
- 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 initiatives (e.g. national guidelines), through membership of committees and/or working parties, as agreed with Clinical Director.
- To be responsible for implementing Clinical Governance initiatives within the CAG psychology service.
- To take a lead role in ensuring that services offered to clients are of high quality and are managed efficiently, according to the overall requirements of the clinic.
- To lead on, or contribute to, the development of bids and business cases to develop the service as appropriate and requested.

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

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

## **KR 5 Management and supervision**

- To provide leadership to clinical psychologists and assistant psychologists in the CAG.
- To ensure appropriate systems are in place for the clinical and professional supervision of Clinical Psychologists.
- To advise on the recruitment of psychology staff and contribute via interviewing as part of a convened interview panel.
- To work collaboratively with the Clinical Director to ensure appraisals, personal development plans and job plans for psychologists are embedded.
- To role model and advise on the management of psychology staff.

- To provide professional and clinical supervision to clinical psychologists, assistant psychologists and psychologists in training.
- To deputise to other senior staff, when appropriate.
- To contribute to ensuring the service works as efficiently as possible.

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

- To provide consultancy, clinical supervision, teaching and training to multidisciplinary colleagues regarding psychological issues, assessment and therapy.
- To contribute to teaching and training as part of Maudsley Health Hospital's commitment to providing high-quality training within the region.
- To support the planning, organization and delivery of teaching and training plans for clinical psychologists.
- To contribute to the development of the knowledge and skills base by maintaining an active awareness of current developments in psychology and by implementing the knowledge gained in practice.
- To manage the development of specialist clinical placements for interns as and when required.

#### **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 a good standard 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 role and service, as agreed by the Maudsley Health Hospital SMT and Academic Director.
- To provide expertise in a specialist research area.
- To initiate and implement the development of outcome measurement and assessment and assist other staff in the implementation of same.
- To regularly monitor and evaluate evidence-based practice and the effectiveness of clinical assessments and interventions.

#### **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 DOH, 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, 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.

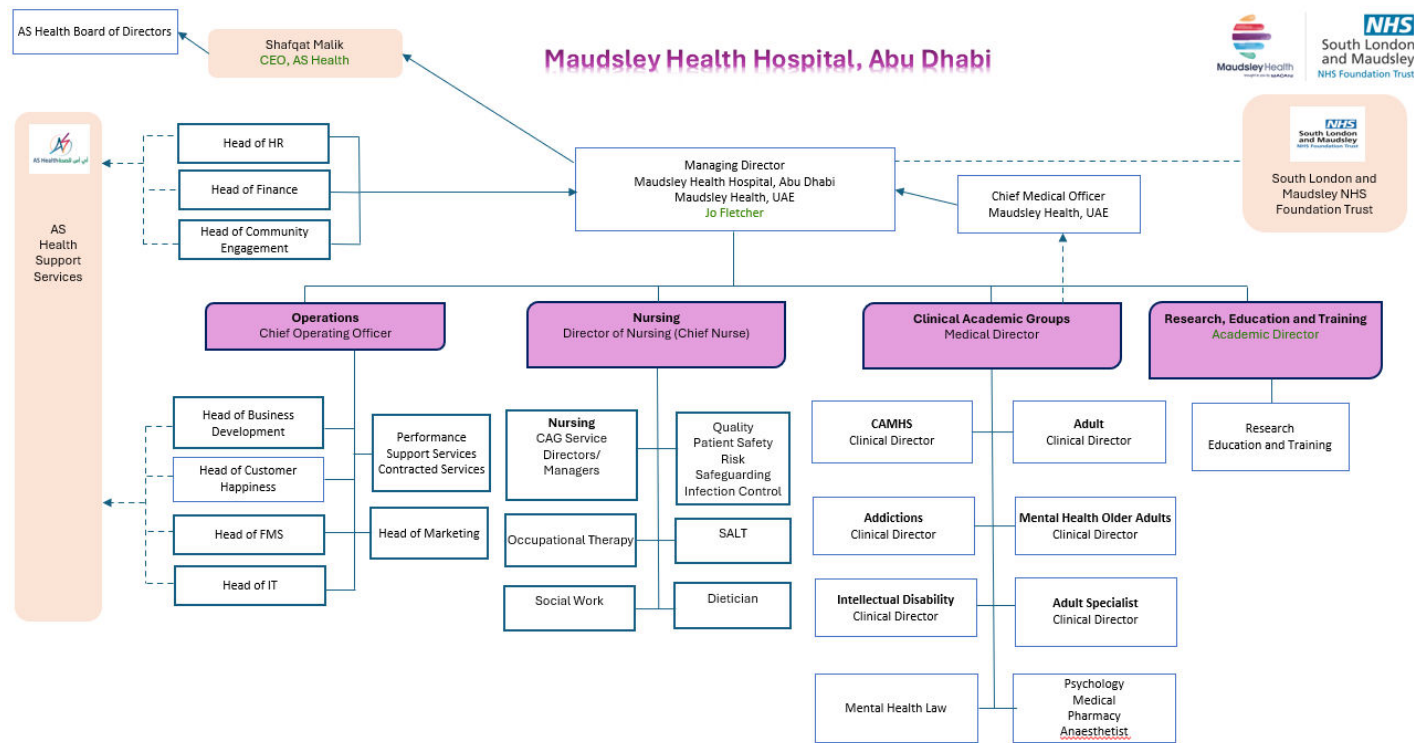
#### **KR10 General**

- 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 late clinic and weekend working (likely to be once weekly) within the overall Job Plan, to ensure the service is accessible for patients.

### Organisational Position



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### Contribution:

Time commitment: 42.5 hours per week (including break).

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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 week and one weekend day.

### Other Information

#### Confidentiality

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.

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#### Equal Opportunities

Promote the concepts of equality of opportunity and managing diversity service wide.

Health and Safety

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.

Infection Prevention and Control

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.

Professional standards and performance review

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.

Service/Department standards

Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.

Finance

All staff will comply with the financial processes and procedures.

Safeguarding Children

Employees must be aware of the responsibilities for safeguarding children and vulnerable adults.

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 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 2.5 study leave 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.

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- It is the condition of your employment that you are and remain a fully registered practitioner and are included on the HCPC or equivalent Register and maintain the Department of Health, Abu Dhabi 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
<b>Qualifications and Professional Registration</b>		
Bachelor's degree in clinical psychology (A/I)	ü	
Doctorate in clinical psychology. (A/I)	ü	
Registered with the HCPC as Practitioner Psychologist (UK) or relevant organisation in home country. (A/I)	ü	
To be licensable with the Department of Health of Abu Dhabi (A)	ü	
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 and an experienced clinical supervisor to be of equal level to a Postgraduate Diploma or higher.		
<b>Knowledge</b>		
Knowledge of the theory and practice of management and leadership	ü	
Advanced knowledge of the theory and practice of specialised psychological therapies for specialist clinical area	ü	
Advanced theoretical knowledge of psychopathology and the evidence base for the relevant treatment area.	ü	
Advanced knowledge of psychological assessment and clinical psychometrics	ü	
Knowledge of legislation in relation to the client group and mental health issues, child and adult protection, and equalities	ü	
Doctoral-level knowledge of psychological research methodology and complex statistical analysis	ü	
<b>Experience</b>		

Appropriate experience of working as a qualified Practitioner Psychologist, including substantial supervised post-qualification expertise and experience within area of expertise.	ü	
Experience of undertaking leadership roles	ü	
Experience of specialist psychological assessment and treatment of clients with a range of psychological needs of a complex nature in a specialist field	ü	
Substantial experience in the application of specialist knowledge	ü	
Experience of supervising Assistant and trainee Psychologists having completed the relevant training	ü	
Experience of providing teaching and training to Psychologists or other professional groups	ü	
Post-qualification experience that supports working with, and addressing issues of, diversity within local populations	ü	
Experience of carrying out post-doctoral research, audit or service evaluation projects	ü	
Experience of participation in recruitment	ü	
<b>Skills</b>		
To deliver psychological therapy across cultural and other differences. (A/I)	ü	
To select and administer specialist psychological assessments, interpreting and integrating complex data that require analysis, interpretation and comparison, drawn from several sources. (A/I)	ü	
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)	ü	
To plan and schedule assessment and interventions for individual clients and groups and carers, and for meetings such as CPA and case reviews. (A/I)	ü	
To be skilled in the administration of psychometric and neuropsychological tests, including those that require complex manipulation of test materials. (A/I)	ü	
Well-developed IT skills including entry and analysis of research data. (A/I)	ü	

Skills in delivering CBT informed therapeutic interventions to young people. (A/I)	ü	
Training in an evidence-based parenting intervention. (A/I)		ü
Training in the use of autism-specific assessment instruments (e.g. ADOS 2; ADI-R). (A/I)		ü
<b>Abilities</b>		
Ability to work effectively within a multi-disciplinary team, contributing to effective team functioning and holding team roles. (A/I)	ü	
Ability to identify and employ mechanisms of clinical governance as appropriate. (A/I)	ü	
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)	ü	
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)	ü	
Ability to manage verbal aggression and hostility directed at self.	ü	
Formal training in supervision of other practitioners.		ü
Ability to speak Arabic is highly desirable		ü

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