

Clinical Psychologist

Reports to:	SEND Outreach Service Manager		
Department:	Children Young People & Community Development: Education Partnerships and Strategy	Grade:	PO6
DBS Status:	Enhanced Children and Adults	Politically restricted:	No
Job Purpose:			
<p>The Clinical Psychologist (Intervention First Team Lead) will provide strategic and operational leadership for a multi-disciplinary therapeutic team delivering early and targeted interventions for children and young people (CYP).</p> <p>The post holder will lead a team of play therapists and associated practitioners, ensuring the delivery of high-quality, evidence-based interventions that promote emotional wellbeing, resilience, and positive developmental outcomes.</p> <p>The role will combine clinical expertise, leadership, and system-level working to ensure children and young people receive the right support at the right time, reducing escalation to specialist and statutory services.</p>			
Values			
<p>Collaborate proactively. Lead inclusively. Embrace change. Be bold and curious. Celebrate and share our success.</p>			
Job specific roles and responsibilities			
<ol style="list-style-type: none"> 1. Make a positive contribution to the delivery of the service, this will include working flexibly and positively to achieve the objectives of the council. 2. Working as part of a cluster-based MDT, integrating with professionals from e.g. health, early help and education. 3. Manage and lead staff to achieve high performance and effective operational delivery, including developing and improving staff capability. 4. Manage a customer focused service and the effective use of resources. 5. Ensure that the council's overall vision, values and ethos are central to the requirements of the service. 6. Support effective working relationships and act as an ambassador and advocate with external organisations 7. Keep up to date with developments in service delivery and best practice to ensure the service performs effectively and to the highest standards. 			
Clinical Leadership			
<ol style="list-style-type: none"> 8. Provide clinical leadership for the Intervention First Team, ensuring practice is evidence-based, trauma-informed, and aligned with best practice. 			

9. Develop and embed therapeutic frameworks and models across the team.
10. Provide specialist psychological assessment, formulation, and intervention for complex cases.
11. Ensure interventions are outcome-focused and regularly reviewed for impact.

Line Management and Supervision

12. Line manage a team of play therapists.
13. Provide regular supervision, performance management, and professional development support.
14. Ensure staff wellbeing is prioritised, promoting reflective and supportive team culture.
15. Support workforce development, including training, mentoring, and succession planning.

Service Delivery and Oversight

16. Oversee the allocation of cases, ensuring equitable and needs-led distribution of work.
17. Monitor service demand, capacity, and performance to ensure timely interventions.
18. Ensure high standards of record-keeping, confidentiality, and professional practice.

Multi-Agency Working

19. Work collaboratively with schools, early years settings, health services, social care, and other partners.
20. Contribute to and influence multi-agency planning and decision-making.
21. Provide consultation and advice to professionals supporting CYP.

Early Intervention and Prevention

22. Lead on early intervention approaches to reduce escalation of need.
23. Support the development of pathways that prioritise early identification and support.
24. Promote psychologically informed approaches across the wider system.

Safeguarding and Risk Management

25. Ensure safeguarding is central to all clinical practice.
26. Provide guidance on risk assessment and management of complex cases.
27. Escalate concerns in line with local authority safeguarding procedures.

Quality Assurance and Service Development

28. Lead on quality assurance processes, including audits, evaluations, and outcome monitoring.
29. Use data and feedback to inform service improvement and innovation.
30. Contribute to strategic planning and development of therapeutic services within the local authority.

Training and Consultation

31. Design and deliver training to schools, settings, and professionals on emotional wellbeing, trauma, and therapeutic approaches.
32. Provide consultation to staff and partners to build capacity within the system.

Safeguarding is everyone's responsibility and all employees are required to act in such a way that at all times safeguards the health and well-being of children and vulnerable adults.

Undertake any other duties commensurate with the general level of responsibility of this post.

Essential Requirements (key skills & qualifications)

Knowledge and Qualifications

1. Doctorate in Clinical Psychology (or equivalent recognised qualification).
2. Registration with the Health and Care Professions Council (HCPC)
3. Additional training in therapeutic modalities relevant to children and young people (e.g. CBT, systemic therapy, trauma-focused approaches).
4. In-depth knowledge of child development, attachment, and trauma-informed practice.
5. Strong understanding of evidence-based psychological interventions.
6. Knowledge of safeguarding legislation and procedures.
7. Knowledge of SEND systems, legislation, and the graduated response.
8. Understanding of local authority processes and early help frameworks.

Professional Practice

9. Maintain registration with the relevant professional body (e.g. HCPC).
10. Adhere to professional, ethical, and legal standards.
11. Engage in ongoing professional development and reflective practice.

Experience

12. Significant experience working as a Clinical Psychologist with children and young people.
13. Experience of supervising and/or managing staff.
14. Experience of delivering psychological assessment and intervention for complex needs.
15. Experience of multi-agency working within children's services.

Desirable:

16. Experience within a local authority or education setting.
17. Experience of leading or developing therapeutic services.
18. Experience working with play therapists or similar roles.

Skills and Abilities

19. Strong leadership and management skills.
20. Excellent clinical formulation and assessment skills.
21. Ability to supervise and develop others effectively.
22. Strong communication and interpersonal skills.
23. Ability to influence and work collaboratively across systems.
24. Analytical skills to interpret complex data and inform decision-making.



- 25. Experience of service evaluation and quality improvement methodologies.
- 26. Ability to deliver training and presentations.

Overall Headcount: Overall responsibility for the line management and supervision of 5-8 Child and Family Specialists.

Within reason these key deliverables may evolve to meet service need and it is expected that the postholder will be flexible and adaptable in their delivery to meet both service and council wide needs