



ROLE PROFILE

Post Title:	Psychological Therapist	
Grade:	LC 8	JE: 1668
Location:	Occupational Health & Wellbeing – Headquarters/BCU'S	
Responsible to:	Force Psychological Advisor/Clinical Lead Psychological Therapy Team	

Job Purpose:

To support the psychologist in the development and delivery of a proactive and reactive psychological service.

Key Responsibilities:

This is not a comprehensive list of all the tasks which may be required of the post holder. It is illustrative of the general nature and level of responsibility of the work to be undertaken.

- Work with the Clinical Counselling/Psychologist ensure the provision of a pro-active and re-active psychological service to all employees, including counselling, advice and support to ensure improvements in their mental well being
- To provide specialist psychological advice, guidance and support to all employees of the Constabulary
- To liaise with managers in connection with psychological issues, and the resolution of individual cases
- To liaise with medical professionals, external counselling services, financial institutions and other agencies on behalf of the organisation and individuals, to resolve psychological problems
- To conduct psychological debriefs when requested and support the psychologist in developing a force approach to demobilisation, diffusion and debriefing.
- To deliver presentations on various internal training courses, ensuring the promotion of good psychological practice
- To provide advice and guidance to line managers in supporting individual's dealing with psychological and mental health issues.
- To carry out any other duties which are consistent with the nature,

responsibilities and grading of the post.

Behaviours :

The Competency and Values Framework (CVF) has six competencies that are clustered into three groups. These competencies will be incorporated into the interview stage of the selection process.

For more details on these competencies please follow the link provided.

<https://profdev.college.police.uk/competency-values/>

This role is required to operate at or be working towards the levels indicated below:

Resolute, compassionate and committed

Behaviour	Level	To be Identified by
We are emotionally aware	Level 1	Interview
We take ownership	Level 1	Interview

Inclusive, enabling and visionary leadership

We are collaborative	Level 2	Interview
We deliver, support and inspire	Level 2	Interview

Intelligent, creative and informed policing

We analyse critically	Level 1	Interview
We are innovative and open minded	Level 1	Interview

Please note the link will provide information about all competency levels however you should refer to the level indicated above.

The levels are progressive so for example if level 2 is applicable all the areas in Level 1 & 2 in that competency area would apply to the role.

Values :

All roles are expected to know understand and act within the ethics and values of the Police Service. These will be assessed within the application/assessment or interview stage of the recruitment/selection process.

Integrity	Impartiality
Public Service	Transparency

Qualifications

Essential	Desirable	To be identified by
Accredited Counsellor (BACP) or nearing completion, to be completed within 12 months.		Application Form / Certificates
Advanced Diploma in Counselling or nearing completion, to be completed within 12 months.		Application Form / Certificates
	Trained Psychological De-briefer	Application Form / Certificates
Knowledge / Experience		
Minimum of 2 years counselling experience, 1 of which must be within an organisational environment	Experience of working with an Employee Assistance Programme	Application Form / Interview
	Experience of conducting psychological debriefs	Application Form / Interview
Substantial experience of providing welfare advice in a busy environment		Interview
Experience of providing advice and guidance to staff and managers on welfare issues		Application Form/ Interview
Experience of dealing with people in difficult, sometimes confrontational circumstances		Application Form/ Interview
Experience of working on own initiative, investigating problems, developing solutions and taking appropriate timely action to resolve them		Application Form / Interview
Experience of producing accurate written information and demonstrate a high level of attention to detail		Application Form
Experience of using Microsoft Software Applications, including MS Office – Word and Outlook		Application Form
Demonstrate self-motivation and willingness to develop self within the role		Interview
	Knowledge of CBT or Integrative Model of Counselling	Interview
Other		
An acceptable level of		Attendance to be

sickness absence in accordance with the Constabulary's Attendance Policy.		checked post interview by Recruitment for internal staff, via references for external applicants
A flexible approach to working hours and practices.		Interview
The ability to travel on Constabulary business as required.		Interview
Willing to work anywhere within the Force/Division, as required		Interview
	Full driving licence	Application Form

Please note that the use of the terms "Assessment & Interview" is based upon candidates being successfully short-listed. In addition, the Division reserves the right to select the most suitable candidate based upon any combination of assessments that is deemed appropriate.

Date last updated: August 2020