

**ROLE PROFILE**

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| **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 | |

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| **Job Purpose:** |
| To support the psychologist in the development and delivery of a proactive and reactive psychological service. |

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| **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. |

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| **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.

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| **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** |

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| **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 sickness absence in accordance with the Constabulary’s Attendance Policy. |  | Attendance to be 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 deems appropriate.

**Date last updated: August 2020**