

JOB DESCRIPTION



Job title:	Clinical Psychologist
Department:	Patient and Family Support
Responsible to:	Clinical Director
Grade:	Band 8a

Job Purpose

The Clinical Psychologist will lead the delivery and development of specialist psychological care within St Michael's Hospice. The postholder will provide highly specialist assessment, formulation and intervention for patients, families and carers, while also undertaking a strategic role in reviewing and expanding the hospice's psychological and emotional wellbeing services. A key component of the role will be the design and implementation of a volunteer-supported emotional wellbeing model, ensuring safe governance, training and supervision. The postholder will work collaboratively with Rowans Hospice to align service models, share learning and support consistent standards across both organisations.

Main Duties and Responsibilities

Clinical Practice

The postholder will provide specialist psychological assessment and intervention for individuals and families experiencing complex emotional, psychological and existential distress associated with life-limiting illness. They will work as part of the multidisciplinary team, offering consultation, reflective input and support to colleagues.

- Specialist assessment, formulation and evidence-based intervention
- Support for anticipatory grief, trauma, existential distress and bereavement
- Consultation to MDT colleagues and participation in clinical discussions
- High-quality clinical documentation and adherence to governance standards

Service Development and Leadership

Alongside clinical duties, the psychologist will lead a structured review of current psychological services and develop a forward-looking model of care.

- Review and redesign of psychological and emotional wellbeing services
- Development of evidence-informed psychological care pathways, including triage processes, thresholds for intervention and stepped levels of support, aligned with relevant guidance and best practice in palliative and end-of-life care.
- Development of a volunteer emotional-support model, including referral, triage, allocation, escalation, governance, training, supervision and outcome-monitoring frameworks.
- Cross-site collaboration with Rowans Hospice to align pathways and standards
- Contribution to organisational strategy, quality improvement, audit and evaluation

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Education, Training and Supervision

The postholder will support the development of psychological capability across the hospice workforce.

- Clinical supervision for psychological practitioners, counsellors and volunteers
- Delivery of training on psychological aspects of palliative and end-of-life care
- Facilitation of reflective practice and staff wellbeing initiatives

General Responsibilities

- Work to maintain the values, vision and aims of St. Michael's Hospice.
- Additional Duties – In discussion with the line manager to undertake work, as and when required, in support of St. Michael's Hospice as an organisation.
- Public Relations – To represent St. Michael's Hospice in the community and public domain, including social media, appropriately.
- Undertake all statutory and mandatory training, as required.
- To be conversant with and adhere to all St. Michael's Hospice Policies and Procedures.
- Be responsible for upholding and promoting St. Michael's Hospice safeguarding policies, ensuring the safety and well-being of all individuals, and promptly reporting any concerns or incidents in accordance with established procedures.
- This is an outline job description and may be subject to change, according to the needs of the service, in consultation with the post holder.
- Take responsibility for own personal safety and of others whilst at work. You will take appropriate action or report any concerns to address any health and safety issues that you or members of your team may be aware of.
- This job description is an outline of the role and responsibilities. From time to time, due to the needs of the service, we may ask you to flexibly undertake other duties that are consistent with your role and banding, including project work, internal job rotation and absence cover.

Reviewed by:	Jo Fricker Clinical Director	Date:	July 2026
Signed by employee:		Date:	