

## Lead Forensic Psychologist

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**Department:** Justice and Home Affairs

**Division:** States of Jersey Prison Service - SOJPS

**Reports to:** Governor

**JE Reference:** JHA1082

**Grade:** CS13

**JE Date:** 9/3/2022

### Job purpose

The aim of the prison is to provide a safe, decent, secure and healthy environment for all who live and work within it, to Support Justice and the Safety of the Island by keeping in custody those committed by the Courts and to provide an Evidence-based, Rehabilitative Environment to ensure that prisoners can lead useful lives in custody and on release, Reducing the Risk of Reoffending.

The lead psychologist will provide psychologically informed strategic leadership to improve opportunities for rehabilitation to reduce reoffending, maintain public protection, promote safety in custody and support the operational management of the prison. Apply specialist psychological knowledge and skills through the provision of assessment, interventions, research and training to provide direction and support to frontline staff.

As an autonomous practitioner, provide forensic psychological consultancy to the Prison Governor, Senior Management Team, Heads of Function and wider multi-disciplinary teams within the prison and partner agencies regarding complex/challenging behaviours and their management, and influence policy and service development.

All managers in SOJPS are required to be open, transparent, inclusive and accountable for what they do, to be service orientated and seek to best meet the needs of islanders at all times.

### Job specific outcomes

1. Lead and develop the delivery individual and groupwork psychological interventions or related individual case management, including quality of delivery and providing clinical supervision.
2. Lead on risk assessment within the prison, ensuring an appropriate suite of risk assessment tools are in place for this population (e.g. JMAPP, conditional early release panels).
3. Accountable for contributing specialist skills and knowledge to other offender management processes (e.g. ACCT, multi-disciplinary case reviews, release planning and complex case reviews) while autonomously taking the responsibility and management of a caseload of complex, high-risk cases who require specialist and/or adapted individualised psychological intervention.
4. Accountable for modelling and actively promoting the rehabilitative culture and psychologically informed practice within the prison through initiatives, engagement and feedback to teams, in line with evidence-based knowledge.

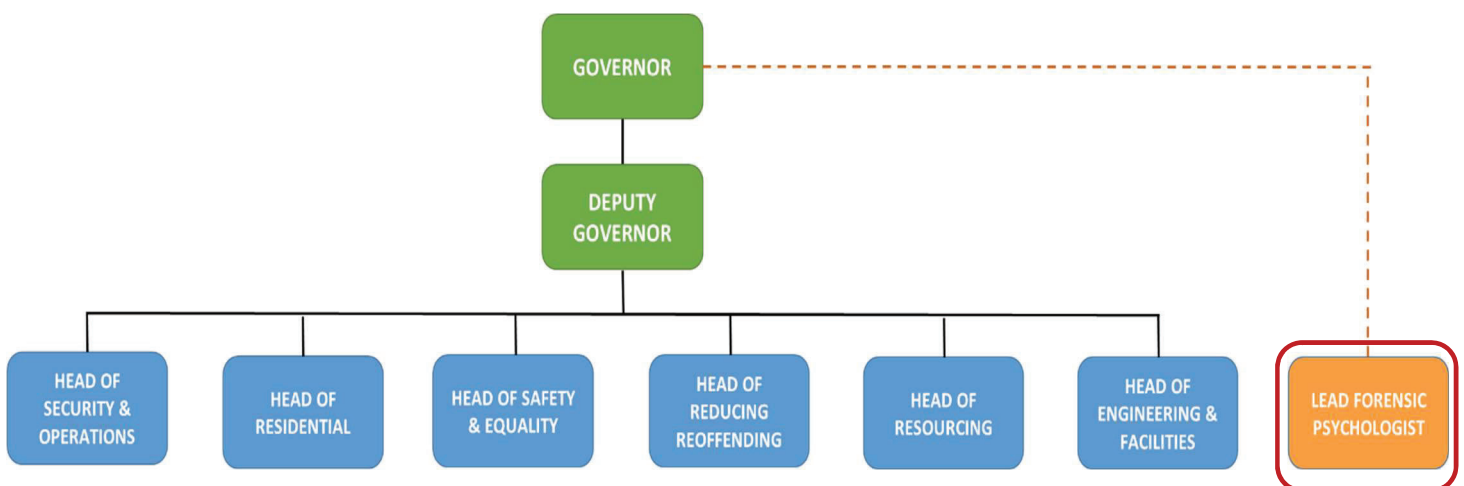
5. Accountable for identifying the training needs for the workforce to increase the psychological understanding and skills of staff to optimise outcomes for prisoners and for developing and running the strategy for evidence-based psychological interventions to reduce risk of reoffending/harm (for example, programmes to manage complex offending behaviours/behaviours independent of mental health issues, and with clear grounding in risk needs responsivity principles).
6. Accountable for collaborating with partner agencies and other disciplines to provide highly specialist forensic psychological advice to ensure strategic goals are achieved within the broader forensic pathway, making clear the added value and contribution of forensic psychology as a distinct discipline whilst balancing the needs of a range of stakeholders. Act as a highly specialist resource to partner agencies across the island.
7. Act as a consultant to the Governor and Senior Management Team/Heads of Function on the development of policy based on forensic psychology principles, leading the development of a rehabilitative culture within the prison.
8. In charge of providing clinical supervision, training, mentoring to support trainee psychologists' development through the key steps towards chartered and registered status if required.
9. As a member of the Prison Management Board, develop and assists with the implementation of the Prison's strategic and business plans to ensure the achievement of the overall vision and aims of the Prison and which contribute to, and are in support of, Justice and Home Affairs and Government of Jersey strategic and business planning. Documenting all processes and procedures related to the function, creating, updating and/or upgrading KPIs and other measurements to evidence the correct operation of the function and potential areas of improvement in line with expectations set out by HMIP.
10. Accountable for implementation of Government of Jersey Policies and Government of Jersey Prison Service Policies related to the role, ensure that applied procedures are compliant including development of new policies. Working within relevant legislation to ensure the Prison is a healthy, safe, secure and stimulating environment for all who live and work at SOJPS.
11. Monitor all health and safety matters at the SOJPS and direct the implementation of new health and safety procedures and policies as required. Ensure that risk assessments, leadership tours and fire evacuation exercises are undertaken and that all operations are conducted in compliance with Health and Safety Policy. Promoting positive working relationships equal opportunities.
12. Provide leadership and management of the Function. Will have the skills to apply all Human Resources (HR) related policies and practices and be able to carry out all aspects of people management such as Attendance Management, Disciplinary Investigations, Performance Management and Staff Appraisals. Overseeing the management, development and retention of staff, preparing the pipeline for talent progression through the service.
13. Ensure compliance with States' accounting procedures and practices. Control, monitor and allocate resources, both financial and personnel, in order to achieve best value for money. Managing a delegated budget, determining resources required and actively influence efficiency.

## Statutory responsibilities

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the Government or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

## Organisation chart



## Person Specification

### Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<p>Undergraduate degree in psychology Master's degree in Forensic Psychology</p> <p>Be a Chartered Psychologist and Full member of the Division of Forensic Psychology.</p>	<p>Leadership experience/training</p> <p>Post graduate doctoral level qualification in Forensic Psychology (BPS Stage 2 Qualification in Forensic Psychology, or Doctorate in Forensic Psychology) that is accredited by the BPS.</p>
<b>Knowledge</b>	<p>Doctorate level knowledge of the evidence-based principles of effective offender rehabilitation and relevant theoretical models, the development of offending behaviours (e.g. sexual offending, violence, domestic violence) and their treatment/management.</p> <p>Specialist knowledge in risk management and the contribution of multi-professional working, including the selection and application of tools to assess and manage harmful behaviours.</p> <p>Highly developed knowledge in the conditions required for successful rehabilitation in a forensic setting.</p> <p>Understanding of the clinical and professional supervision of others, including ethical considerations and supervisor responsibilities.</p>	<p>Understanding of the theory and practice in the assessment of personality disorder and its implications for risk management.</p> <p>Familiarity with the HCPC codes of practice and the BPS professional practice guidelines.</p>
<b>Technical / Work-based Skills</b>	<p>Experience of working within a multi-agency context with other statutory agencies.</p> <p>Advanced skills in research methodology.</p> <p>The ability to use I.T. applications effectively.</p>	<p><i>Willingness to engage in activities to evaluate service delivery.</i></p> <p>Competency in the administration, scoring and interpretation of a range of psychometric tests.</p> <p>Competency in the demonstration and interpretation of specialist personality assessments (e.g. PCL-R, IPDE).</p> <p>Expertise in the application of specialist risk assessment tools (e.g. HCR-20, RSVP, SARA).</p>

<p><b>General Skills/Attributes</b></p>	<p>The ability to be self-motivated, organised and use a flexible approach to meet conflicting, time-pressured demands.</p> <p>Ability to 'hold' the stress for others, and contain organisational stress.</p> <p>Ability to use an empathic and genuine treatment style, within the boundaries necessary when working with forensic clients.</p> <p>The resilience to work with clients with complex needs and challenging behaviours.</p> <p>Development of strong relationships with both internal and external stakeholders up to, and including, at a senior level.</p> <p>Collaborates with staff from other disciplines, remaining open to learning and committed to organisational outcomes.</p> <p>Excellent written and verbal communication skills, with the ability to adapt communication style to be responsive to a range of Stakeholders, including clients, as well as to positively influence others and outcomes.</p> <p>The ability to present professional opinion at meetings with authority and conviction, even when in the minority.</p> <p>The ability to understand, analyse and interpret a range of complex and/or conflicting information, or situations.</p> <p>Demonstrates leadership and management skills and behaviours.</p> <p>The ability and willingness to promote the benefits, added value and limitations of the forensic psychology profession.</p>	
<p><b>Experience</b></p>	<p>At least two years post-qualification experience.</p> <p>Experience in providing clinical supervision and professional supervision.</p>	<p>Experience in providing supervision to others, such as intervention staff, or staff from other disciplines.</p> <p>Experience in the design and delivery of training to non-psychologists.</p>

	<p>Experience providing feedback to staff for their professional development and to improve client outcomes.</p> <p>Experience in the operational running of prisons and regimes.</p> <p>Substantial experience of making clinical decisions and resolving ethical dilemmas within the challenges and complexities of a forensic setting.</p> <p>Experience in the application of specialised risk assessment tools and translating outcomes into risk management strategies.</p> <p>Experience in application of psychological models to offending behaviour, through the delivery of a range of individual and group-work interventions that are specifically designed to reduce reoffending and harm, and promote desistance from crime.</p>	<p>Experience working across different client groups within the criminal justice system (e.g. adult males, adult female, young offenders) and be able to recognise and respond to the different needs of these groups.</p> <p>Experience of autonomous practice within the specialist areas of risk assessment and intervention to reduce risk and harm.</p> <p>Experience of working in a highly emotive and challenging environment, and ability to maintain a high degree of integrity and professionalism in doing so.</p> <p>Experience of working with clients with complex needs, challenging behaviours and difficulties with engagement in assessment/interventions.</p>
<p><b>Criteria relating to Safeguarding</b></p>	<p>Enhanced DBS certificate, and enrolled on the update service.</p> <p>Knowledge of child and adult safeguarding procedures</p> <p>The nature of the role means that the post holder will frequently be working with a vulnerable client group with childhood trauma and other vulnerabilities.</p>	

### Core Accountabilities, Attributes and Behaviour Indicators

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the Government of Jersey tier 4 core accountabilities attributes and behaviour indicators.

**The standards relevant to this tier, identified in the Government of Jersey core accountabilities attributes and behaviour indicators, are to be attached in a separate document.**