

JOB DESCRIPTION

Programme Name	Dayspring RTC
Section	Clinical
Reports to	Clinical Lead

Job Title	Psychologist
Job Category	Manager/Supervisor
Function	Therapist

GENERAL SUMMARY

The psychologist provides psychological assessment, diagnosis and individual, group, and family therapy to residents. This may sometimes include referral, follow-up and consultation with external agencies. The Psychologist is also assigned to take on the role of TST Expert in the provision of Trauma Systems Therapy to residents, the maintenance of TST fidelity in implementation as well as provide training to staff.

DUTIES AND RESPONSIBILITIES

Provision Of Psychotherapy

Provide therapy for 12 residents with the following responsibilities:

1. Provide psychological assessment for clients
2. Provide individual, group and family therapy to clients, in particular, using Trauma Systems Therapy (TST)
3. Provide referral, follow-up and consultation with external agencies as appropriate
4. Communicates with and counsel family members as appropriate
5. Provide clinical updates to the interdisciplinary team to improve residential interventions
6. Recommend external therapies relevant to client's overall treatment plan

Tst Expert & Treatment Leadership

1. Provide case supervision and consultation to the Treatment Team.
2. Schedule and facilitate weekly case reviews with the Treatment Team
3. Ensure proper and timely completion of TST Fidelity Forms
4. Provide Introduction to TST training and ongoing boosters to staff.

5. Participate in the TGH-TST Community of Practice core team.

Clinical/Therapeutic Responsibilities

1. Oversee the planning of Clinical Programme with the Clinical Team.
2. Plan and run groups with clients focused on:
 - a. Building emotion regulation skills
 - b. Building life skills
 - c. Regulating the Brain
 - d. Psychoeducation on trauma

Meetings

1. Participate in monthly Care Team meetings
2. Attend HCSA, Clinical and staff meetings
3. Attend MSF Case Review meeting
4. Attend meetings with schools and/or any external agencies as appropriate
5. Participate in TGH-TST Community of Practice to further develop and share skills and knowledge with members of other communities of practice
6. Attend TST Expert Group supervision
7. Participate in special projects/programmes and committees
8. Participate in meetings, trainings, and workshops to enhance professional development and maintain currency of methodology and techniques

Reports And Documentation

1. Document therapy in accordance with policies and procedures regarding clinical records; implement and adhere to policies which ensure client confidentiality
2. Coordinate and manage timely completion of TST forms, reports and progress of treatment
3. Complete the Counselling & Family sessions record in MSF monthly Muster
4. Submit other relevant reports required by Management, MSF or other agencies

Others:

1. Perform additional duties as required by the nature of the position or as requested by Supervisor/Director

QUALIFICATIONS

Education And Experience

1. Minimum Master's in Clinical Psychology or more than 3 years' experience in Applied Psychology (Masters)

2. Registered or eligible for registration with the Singapore Psychological Society as a Full Member/Registered Psychologist preferred
3. Preferred relevant clinical experience working with traumatized youths
4. Must be passionate about seeing the clients and their families succeed
5. Must be able to think clinically, plan and execute individual clinical treatment plans for the residents and families
6. Must have a high tolerance for learning new things and working in a fast-paced environment.
7. Must be a team player, have integrity and able to work in a team
8. Adaptable in working in a residential setting
9. Skilled in working with abuse and emotional dysregulation

COMPETENCIES

TECHNICAL SKILLS COMPETENCIES TSC

	TSC Name	TSC Description	TSC Proficiency Description
1	Collaborative Practices Across Disciplines and Sectors	Understand services, contributions and perspectives from other organisations, settings, disciplines and professionals, and apply integrated approaches to deliver interventions to clients	<Level 3> Implement collaborative practices to provide integrated approaches in interventions to clients
2	Diversity Awareness and Management	Apply awareness and sensitivity in working professionally with diverse individuals, groups and communities	<Level 3> Apply principles of diversity and inclusion in professional practice
3	Emergency Response and Crisis Management	Develop and implement emergency response and crisis management plans and policies, provide guidance on policies, plan development	<Level 3> Execute responsibilities as prescribed in emergency response and crisis management plans and work with external and internal stakeholders to conduct periodic reviews and ensure emergency preparedness
4	Practice Evaluation	Evaluate current and emerging psychological services and initiatives for improvements, adaptations or adoption to advance professional practice	<Level 3> Identify gaps and areas of improvements to psychological services and models of care and service delivery

5	Practice Supervision	Provide professional supervision to supervisees to develop their practice capabilities and competencies	<Level 3> Guide peers and other professionals in the delivery of interventions
6	Psychological Assessment	Select, apply and interpret psychological assessment methods and tools appropriate to the individuals and groups	<Level 3> Administer and score assessment tools for non-routine cases under supervision, by applying various tools, techniques and feedback from transdisciplinary teams to guide the assessments
7	Psychological Formulation	Develop psychological formulations that are informed by theories and evidences about relevant individual, systemic, cultural and biological factors	<Level 3> Incorporate theoretical knowledge, evidence-based and multidisciplinary approaches to determine appropriate psychological formulations
8	Psychological Intervention	Implement psychological therapy or other interventions appropriate to the presenting problems and the psychological, biological and social circumstances	<Level 3> Deliver evidence-based psychological interventions according to intervention plans under supervision
9	Report Writing	Integrate, organise and document the essential facts and observations of a case in a manner that is clear, coherent and in the best interest of the client	<Level 3> Prepare documentations and reports for routine cases in a multidisciplinary setting, ensuring accurate and coherent records
10	Reflexive Practice	Conduct regular self-assessment of own competencies and interactions with others within different systems and take the necessary actions to continuously develop as a professional	<Level 3> Determine learning needs and areas of improvement, and apply learnings for personal and professional improvement
12	Stakeholder Management	Plan and implement strategies to build and manage constructive and positive relationships with stakeholders	<Level 2> Nurture positive internal and external relations with stakeholders

CRITICAL CORE SKILLS CCS

	CCS Name	CCS Description	CCS Proficiency Description
1	Problem Solving	Generate effective and efficient solutions to solve problems and	<Intermediate> Determine underlying causes of

		capitalise on new opportunities	problems and collaborate with other stakeholders to implement and evaluate solutions
2	Adaptability	Exercise flexibility in behaviours or approaches to respond to changes and evolving contexts	<Basic> Modify behaviours and approaches to respond to changes and evolving contexts
3	Customer Orientation	Identify the needs of customers, both internal and external, to deliver an effective customer experience	<Basic> Demonstrate an understanding of customer needs or objectives to respond in a way which delivers an effective customer experience
4	Collaboration	Manage relationships and work collaboratively and effectively with others to achieve goals	<Intermediate> Build relationships and work effectively with internal and external stakeholders to create synergies in working towards shared goals
5	Communication	Convey and exchange thoughts, ideas and information effectively through various mediums and approaches	<Intermediate> Tailor communication approaches to audience needs and determine suitable methods to convey and exchange information
6	Sense Making	Leverage sources of qualitative and quantitative information and data to recognise patterns, spot opportunities, infer insights and inform decisions	<Basic> Organise and interpret information to identify relationships and linkages
7	Self-Management	Take ownership of managing one's personal effectiveness, personal brand, and holistic physical, mental, emotional, and social well-being	<Basic> Exercise self-awareness by monitoring own behaviours and ways of working in personal and professional capacities, and implement techniques for improvement

DISCLAIMER

Note:

The statements herein are intended to describe the general nature and level of work being performed by employees, and are not to be construed as an exhaustive list of responsibilities, duties, and skills required of personnel so classified. Furthermore, they do not establish a contract for employment and are subject to change at the discretion of the employer.



By signing this job description, I am stating that I am qualified and physically capable to accomplish the job I have been hired to perform.

Employee's Signature

Witness' Signature

Date

Date