



**Cambridgeshire and  
Peterborough**  
NHS Foundation Trust

## **Job Description**

### **Appointment of**

## **Consultant in Child and Adolescent Psychiatry**

**Children's Directorate  
Child and Adolescent Mental Health Service (CAMHS)**

### **Trust-wide Eating Disorders Pathway**

**8 Programmed Activities** with option for additional 2PA



CPFT is supported by the **HeadtoToe Charity** – visit [www.HeadToToeCharity.org](http://www.HeadToToeCharity.org) for more details



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**A member of Cambridge University Health Partners**

## Contacts

Anybody interested in applying can contact any of the following for information or to arrange a visit:

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Dr Venkat Reddy, Clinical Director, Venkat.Reddy@cpft.nhs.uk

## JOB DESCRIPTION

<b>Post:</b>	<b>Consultant in Child and Adolescent Psychiatry</b>  This is a replacement consultant post to work alongside another consultant psychiatrist and a 0.5 wte paediatrician in the countywide ED pathway
<b>Base:</b>	to be agreed
<b>Hours</b>	8 Programmed Activities (with option on 2 additional)
<b>Contract type:</b>	Substantive
<b>Accountable professionally to:</b>	Chief Executive through the CMO Dr Cathy Walsh
<b>Accountable operationally to:</b>	Medical Director via the CYPFS Clinical Director
<b>Key Working Relationships:</b>	Clinical Director Service Manager, Team Manager Team Leader Eating Disorders Pathway multidisciplinary team ED Consultant and paediatrician Paediatric liaison team Community and inpatient CAMHS Consultants Tier 3 Teams Partner agencies working with children
<b>Principle Job Purpose:</b>	Deliver an effective and evidence-based community eating disorder service as part of a Trust-wide multi-disciplinary team,  Work with the existing consultant to provide medical leadership to the multi-disciplinary team, helping to develop and maintain the pathway including the new home treatment team.
<b>Other Responsibilities</b>	Observe local and national employment directives, clinical governance policies and Health and Safety policies.

# 1. CAMBRIDGESHIRE AND PETERBOROUGH NHS FOUNDATION TRUST

## Research links

CPFT is a University of Cambridge Teaching Trust and member of Cambridge University Health Partners (Academic Health Science Centre). The Trust works collaboratively with the University of Cambridge Clinical School and is a partner in the local Collaborations for Leadership in Applied Health Research and Care (CLAHRC).

The School of Clinical Medicine is situated on the Addenbrooke's Campus in Cambridge. The Department of Psychiatry (Head of Department: Prof Ed Bullmore) is one of the departments of the clinical school. The department has bases on the Addenbrooke's site, at Douglas House and on the Downing site. There is a newly appointment Professor in Child and Adolescent Psychiatry, Prof Tamsin Ford based at Douglas House. Paul Wilkinson, University Lecturer in Child and Adolescent Psychiatry, is Dean of the medical school.

The Psychiatry, Neuroscience and Clinical Psychology assessment unit was the one of the highest ranked in the UK in the 2014 Research Excellence Framework. It carries out a range of world-leading research including neuroimaging, epidemiology, neuroendocrinology, neuropsychology and treatment studies.

The candidate will be encouraged to pursue Research interests. The Trust has close working relationship with Developmental Psychiatry and the appointment of Prof Paul Ramachadani as Chair for the Department of Education will create exciting opportunities for research for those interested.

## Clinical services

The Trust provides integrated community and mental health, learning disability and social care services to 997,000 residents. Of these, 150,000 are children and young people under the age of 19 in Cambridgeshire and 55,000 children and young people under the age of 19 in Peterborough.

CPFT also is a designated Cambridge University Teaching Trust and a member of Cambridge University Health Partners, one of only five Academic Health Science Centres in England. CPFT encourages its staff to work closely with the Cambridge University and the Medical School to pursue academic and teaching interests

CPFT employs more than 3,400 staff. Our main bases are at the Cavell Centre, Peterborough and Fulbourn Hospital, Cambridge, but our staff are based in more than 50 locations. There are three clinically facing directorates:

- Adult and Specialist Services
- Older People and Community Services
- Children, Young People and Families

Details of the Trust can be found at [www.cpft.nhs.uk/](http://www.cpft.nhs.uk/) and details of the Cambridge University of Developmental Psychiatry can be found at [www.psychiatry.cam.ac.uk/dev/](http://www.psychiatry.cam.ac.uk/dev/)

The Trust covers a mixed rural and urban area within the cities of Cambridge and Peterborough and market towns in Huntingdon, St Ives, Fenland, East Cambridgeshire and South Lincolnshire; Services are delivered locally by multidisciplinary teams. Some services are provided regionally and nationally; this includes the three Tier 4 CAMH inpatient units commissioned by the East of England Regional Collaborative; a Children's unit, the Croft, a general adolescent unit, the Darwin Centre for Young People, and an adolescent eating disorders unit, the Phoenix Centre.

## 2. CPFT's Mission

Our mission is to put people in control of their care. We will maximise opportunities for individuals and their families by enabling them to look beyond their limitations to achieve their goals and aspirations.

In other words: "To offer people the best help to do the best for themselves."

## NHS Values

We are committed to the core NHS values which we underpin in all that we do -

- Working Together for Patients
- Compassion
- Respect & Dignity
- Everyone Counts
- Improving Lives
- Commitment to Quality of Care

## CPFT Values

	<b>Behaviour</b>	<b>How we will demonstrate this behavior</b>
<b>Professionalism</b>	We will maintain the highest standards and develop ourselves and others	By demonstrating compassion and showing care, honesty and flexibility
<b>Respect</b>	We will create positive relationships	By being kind, open and collaborative
<b>Innovation</b>	We are forward thinking, research focused and effective	By using evidence to shape the way we work
<b>Dignity</b>	We will treat you as an individual	By taking the time to hear, listen and understand
<b>Empowerment</b>	We will support you	By enabling you to make effective, informed decisions and to build your resilience and independence

## 3. SERVICE PROVISION

### Children's Services

The Trust delivers Child and Adolescent Mental Health Services to Cambridgeshire, Peterborough and South Lincolnshire. We also deliver Community Child Health Services in Peterborough. These include specialist services such as Community Paediatrics and associated specialist therapies, Universal Services (Health Visiting and School Nursing), Nurse-led specialist services - Family Nurse Partnership to support vulnerable young mothers, Children's Community Nursing to support children needing nursing support in their own homes. We have a well-developed team for Children who are Looked After and Children's Safeguarding Team based in Peterborough.

In addition we have three Tier 4 inpatient CAMHS services. They are: The Darwin Centre for Young People, The Croft Children's Unit and The Phoenix Centre. CPFT provides a health in-reach team to Clare Lodge, Peterborough, a 16 bedded 'welfare only' secure children's home for girls.

The Trust is currently working with the Cambridge University Hospitals to build a Children's Hospital new integrating physical and mental health

#### 4. THE CHILD AND ADOLESCENT MENTAL HEALTH SERVICE

##### The Eating Disorders Pathway

CPFT was successful in achieving Future in Mind funding for an enhanced Trust-wide specialist Eating Disorders Pathway. The pathway comprises a single eating disorders team across the county which assesses and treat patients to the age of 18. The pathway originally had capacity to see 100 patient per year only, but has recently been expanded to see up to 200 patients per year and to provide a home support team which is very much integrated within the whole team care pathway. We make every effort to maintain continuity of care for patients.

CPFT has also recently been chosen as a hub centre for a regional development of day programmes for CYP with an ED. There will be an opportunity with this post to support development and even provide some sessions into this therapeutic day programme.

There is the opportunity to work remotely for some of the sessions.

The new post will work with the other consultant currently in post to plan how work is divided up and an appropriate base (generally North or South of the county) for the purposes of office space and supporting the general CAMHS day time oncall which is split North/South.

##### Home support team

Consultant	0.6
Home Treatment Lead	1
Practitioner	3.0
Dietitian	0.4
Support Worker	4.0
Agency	
<b>TOTAL</b>	<b>9.0</b>

##### Expanded team for family based model including medical monitoring

Consultant	1.2
Paediatrician	0.4
Service Manager	0.5
Clinical Psychology	3.0
Assistant Psychology	1.0
Team Manager	1.0
Family Therapy	1.3
Clinical Nurse Specialist	1.0
Practitioner	7.1
Dietitian	0.8
Phlebotomist	0.32

Administration	2.0
TOTAL	19.42

### Proposed model for the new day programme

Consultant Psychiatrist		0.6
Team Manager	8a	1.0
Therapy Lead	8a	0.8
Family Therapist	8a	1.0
Psychologist / Therapist	7	1.0
Clinical Nurse Specialist	7	0.6
OT Lead / Community Nurse	6	1.0
Dietitian	7	0.8
Nurse	5	1.0
Support Worker/OT Assistant/Assistant Practitioner	4	2.0
Assistant Psychologist	4	0.5
Administrator	4	1.0
Cook	3	0.5
Total Pay		11.8

The team work peripatetically, providing clinics in CAMH each base - Peterborough, Huntingdon and Cambridge. Families will be supported to receive their care flexibly, e.g. they may be invited to a different clinic from usual if they need to see their consultant/practitioner urgently.

The ED team follows The Maudsley CAMH eating disorder model, using a family-based approach for all cases, with evidenced based individual work offered where needed, and psychiatric treatment for those patients who in need of this intervention. It works closely with the adult Community Eating Disorder Service (AED) to facilitate transition.

The ED team provides training for school nurses, GPs, acute hospitals and CAMH Practitioners.

### The three community CAMH Teams

CPFT Tier 3 CAMH services are provided by three teams

- South - Brookside Family Consultation Clinic, Cambridge.
- Central – Newtown Centre, Huntingdon
- North – City Care Centre, Peterborough

The Central team provides a satellite clinic to the rural Fenland area at Doddington Hospital.

The North team is a service that is fully integrated with other children's services – both specialist services including Community Paediatrics and universal services including Health Visiting/School Nursing. These services are all co-located with these at City Care Centre, Peterborough.

Following a service re-design several years ago, services were separated into Core and Neurodevelopmental care pathways, the latter comprising ADHD, ASD and LD services. The teams include psychiatrists, psychologists, therapists and mental health practitioners

all of whom work flexibly across sites as necessary. Some staff are shared across pathways and others work specifically in one or other service or pathway.

Referrals come into all the Tier 3 CAMHS teams via YOUUnited, a new NHS/third sector partnership, staffed by NHS and third sector clinicians who provide consultation to referrers and prioritise cases. ED referrals are directed to the ED team by YOUUnited.

CPFT is a second wave adopter of Children and Young People's Improving Access to Psychological Therapies (CYP IAPT) and has embedded the key principles of CYP IAPT – use of Routine Outcome Measures in supervision, training in evidence-based therapies, service user involvement in own care and the design of services. Young people are currently involved in work on improving Transitions between CAMHS and adult services. The transition is currently after 17<sup>th</sup> birthday, but commissioning intentions are for services to be extended upwards in time.

### **YOUUnited**

This is a new initiative to bring partner agencies, CPFT, CCS, Centre 33 and the Ormiston Trust together and work in collaboration to triage and assess all mental health referrals. The service is commissioned to deliver the Thrive model and to enable smooth transition between services in the Getting Help and Getting more help Quadrants of the THRIVE model. The service has a uniform assessment protocol between services, Multi-Network Meeting to improve joint working between services to help determine how the needs of the Young Person can be met.

### **CAMHS Crisis and Home Treatment Team (Crisis and HTT)**

These are new developments to support young people with rapid access in crisis and intensive home-based treatment to maintain them out of hospital. The crisis team opened in in April 2021 and the home treatment team has begun taking referrals while the full team is recruited.

### **The Home Support Pathway (HSP)**

The HSP is a highly regarded team which aims to provide an alternative to hospital admission by enabling young people to receive more intensive support in the community. Currently the team work with young people who have eating disorders only if there are particular co-morbid mental health problems.

**Cambridgeshire Child and Adolescent Substance Use Service (CASUS)** provides specialist drug and alcohol treatment to young people and children living in Cambridgeshire. The team are also able to address the mental health needs of many of the substance using young people it works with. The team uses the treatment model AMBIT, a manualized framework designed for engaging with highly troubled and socially excluded young people.

**Cambridgeshire Centre for Paediatric Neuropsychological Rehabilitation** is a highly specialist team offering outpatient assessment and treatment to children and young people with acquired brain injury in need of neuropsychological treatment. This innovative outpatient service works supra-regionally and is actively involved in research and collaboration with paediatric neurological and trauma teams.

### **First Response Service**

Cambridge is a vanguard site to pilot an innovative way of delivering crises services which allows care nearer to home and avoid unnecessary A and E attendance. The First

Response Team is an all-age service for young people and adults in a mental health crisis.

### **Adult Community Eating Disorders Team (AED)**

AED is a service offering specialist assessment and psychological interventions to adults with eating disorders. The vast majority of people who need treatment receive psychological therapy as an out-patient. Clinics are held in Cambridge, Huntingdon and Peterborough and the team also provide services in Norfolk. AED provides service for adults with moderate to severe eating disorders. The CAMHS eating disorders pathway works closely with the adult pathway.

### **Work with other agencies**

CPFT maintains good and collaborative relationships with partner agencies including commissioners, the local authority, other providers and the third sector. Clinicians are engaging in the THRIVE commissioning framework with other agencies, and it is expected that this work will presage further transformations. We have clinical interfaces with a wide range of other services – the Youth Offending Service, Local Authority Locality Teams and WFF (see below), Child Health Services provided by CCS (see below), and Multi-Systemic Therapy.

- There are 14 Locality Teams in Cambridgeshire providing support services for children, young people and families where needs do not reach threshold for Child in Need.
- Child health services in Cambridgeshire are provided by Cambridgeshire Community Services NHS Trust (CCS) – the directorate has increasing collaboration with CCS, particularly in relation to Neurodevelopmental pathways.

## **5. MAIN DUTIES OF THE POST**

1. The post-holder will provide joint medical leadership to the Eating Disorders Pathway, working closely with the Team Leader, Consultant Psychiatrist, Consultant Paediatrician, MDT, Team Manager and Service Manager to develop the pathway. The main base to be negotiated.
2. The post-holder will provide a Consultant Psychiatrist level assessment and treatment for the children, young people and families referred to the Eating Disorder Pathway. The clinical workload will be as per the Choice and Partnership model with a full-time practitioner assessing approximately 40 new cases per annum. The Consultant will have consultant level responsibility for all the children and young people in the pathway with a direct caseload of 20-30 patients and 8-10 follow-up appointments per week. The pathway has been commissioned to assess and treat 200 children and young people per year, with referral to treatment times being between one and four weeks depending on severity. Not all children and young people need to see a psychiatrist – many receive care from other members of the multi-disciplinary team.
3. Attend and help shape the team ensuring that good governance processes are developed and adhered to. Including participation in audit.
4. Training of Core, Specialty and GP trainees including as their Consultant Supervisor. The CAMH service is a placement for CPFT's Core Training scheme and Specialty Trainees in Child & Adolescent Psychiatry who are on the East of England Higher

Training Scheme. We now also train GPs in Secondary Care, so there will be the expectation for the post-holder to train a GP trainee in Secondary Care if the opportunity arises.

5. Contribute to the daytime Duty Consultant rota. Together with consultant colleagues, ensure Consultant cover is available as needed to back up the Duty Practitioner. Participate in the Consultant Child and Adolescent Psychiatrist out of hours on-call rota. Currently 1 in 7/8 pro rata and paid at 5%. Providing Consultant Child Psychiatry, non-residential, on call advice/supervision to doctors in training grades and duty CAMH practitioners. This is a Trust-wide rota covering all of Cambridgeshire and Peterborough, the three Tier 4 units and the three acute hospitals. Advice may need to be provided to the 24/7 nurse led all age telephone crisis service and 9-9pm CAMHS crisis service. There is an expectation that phone calls will be responded to promptly and that on occasion consultants may be required to attend a hospital site to assess patients.
6. Contribute to the teaching of Specialty Trainees as part of their post-graduate education programme and provide occasional lectures for the wider children's workforce through the Learning and Development team.
7. Contribute to the training of medical students on placements at the clinic.
8. Contribute to the training and post qualifying education of nursing and other multi-disciplinary colleagues.
9. Provide teaching on Eating Disorders to School Nurses, acute hospital staff, GPs and CAMH practitioners. Provide regular refresher training and supervision to CAMH practitioners to ensure that they have the skills to assess and advise children and young people and their families when they present in emergency.
10. Comply with the outline Consultant work programme - see indicative timetable appended.
11. Maintain high quality clinical records and otherwise participate in the administrative duties associated with patient care and the running of the service. Engage in regular peer supervision of clinical work.
12. Collaborate with medical colleagues to maintain the service in the absence of departmental colleagues due to annual leave, study leave and short-term sickness.

## Notes

- a) This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties, which fall within the grade of the job, in discussion with the manager.
- b) This job description will be reviewed regularly in the light of changing service requirements, including the possibility of the work base changing to one of the other Community CAMHS services within the Trust boundary of Cambridgeshire and Peterborough. Such a change would be discussed with the post holder and would form the basis of a revised job plan.

- c) The job plan is subject to review annually by the Consultant and Associate Clinical Director. All consultants participate in annual appraisal and have some flexibility in choosing an appraiser from a shortlist provided by medical staffing on a taxi rank basis. Consultants will be expected to re-validate with the General Medical Council. Collection of 360 degree feedback and patient feedback for these purposes is now routine. The Responsible Officer is the Medical Director.
- d) If the appointee has Mental Health Officer status under the NHS Superannuation Scheme this will be retained.

### **Working Arrangements**

There is dedicated secretarial support, shared consultant office space in each base with personal laptop and docking station including remote access facilities and mobile phone. Remote IT access facilities are available, including mobile phone and laptop. Remote working is supported where clinically indicated but some face-to-face work for both clinical and CPD will be expected in line with the Trust guidelines.

### **Mentoring**

The Trust runs an internal mentoring scheme and encourages new consultants to have a mentor and a list of names is available from the Chair of the Royal College Regional Development Group.

### **Wellbeing**

The Trust wellbeing team provide a range of services.

One-to-one support:

Workstation assessments

Musculoskeletal (MSK) physiotherapy for pain and movement difficulties

Support with managing long-term conditions including fatigue at work

Support managing mental health conditions and emotional wellbeing

If applicable, assessment and referral onwards to other services as appropriate, including Occupation Health.

Group support

We run a variety of courses that can be accessed from the event calendar. The following four courses are run regularly:

Stress management

Managing fatigue

Mindfulness

Mind Your Moves – mindful exercise for those who finding starting with exercise challenging.

We can also provide team talks on a range of topics. Contact

StaffWellbeingService@cpft.nhs.uk with your requirements.

### **Continuous Professional Development (CPD) and Study Leave**

In order to comply with CPD requirements, the post-holder will join a Consultant Peer Group. The post-holder will be entitled to 30 days study leave every 3 years. The budget per Consultant, per annum, is up to £600.

All requests for leave, whether funding is requested or not, must be agreed with your PDP group, in keeping with the terms and conditions of service.

Applications agreed with the peer group will be approved by the appropriate clinical

director or their deputy on submission. Study leave is not granted retrospectively. The current maximum allowance for reimbursement of expenses is £600 per annum. While there is some flexibility about the allocation of time, money cannot be carried over from one year to the next.

### **Arrangements for Leave**

Leave for consultants is as per current contractual national agreements. This is arranged with, and requires the agreement of the consultant team, in accordance with standard Trust/NHS regulations. It is essential that six weeks notice is given to allow for proper planning and prevent cancellations of patients' appointments. This includes all forms of leave.

So far as it is consistent with the proper discharge of the above duties the post holder undertakes to deputise from time to time for absent colleagues. The post holder undertakes, exceptionally, to perform additional duties in occasional emergencies and unforeseen circumstances, if these lead to additional hours being worked then that will be remunerated

### **Study and Training**

The applicant is expected to participate in professional continuing medical education; study leave is provided for this purpose. The appointee will be entitled to apply to the Trust Study leave Committee for a contribution to funding this activity.

### **Pension and Life Insurance**

NHS contributory pension scheme. Life Insurance covered with NHS superannuation scheme. There is an alternative scheme available and employees have the option to have their own arrangements.

### **Professional registration**

The Trust requires the successful candidate to have and maintain full registration with the General Medical Council with a licence to practice and take part in continuing professional development and be in good standing for CPD. The CAMHS Psychiatrists have a peer group for CPD and the successful applicant will be expected to join such a group.

### **Health**

The Trust is a non-smoking organisation.

Dependent upon the date of the last medical examination for a post within the NHS, the appointee may be required to undergo a medical examination.

Notice Period: 3 months.

### **Rehabilitation of Offenders:**

Exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 (exemptions) Order 1975. Applicants are, therefore, not entitled to withhold information about convictions, which for other purposes are "spent" under the provisions of the Act and, in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the Order applies.

### **Equality and Diversity**

The Trust is committed to equality and diversity and works hard to make sure all staff and service users have access to an environment that is open and a free from discrimination. As a Trust we value the diversity of our staff and service users, and therefore recognise and appreciate that everyone associated with the Trust is different and so should be treated in ways that are consistent with their needs and preferences. We firmly believe that it makes

good sense to have a workforce representative of the communities we serve and so encourage applications from all sections of the community.

All staff are required to be aware of the Trust's Equality and Diversity Policy and the commitments and responsibilities the Trust has to

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

## 6. POSTGRADUATE CHILD AND ADOLESCENT PSYCHIATRY TRAINING IN CAMBRIDGESHIRE

The Eastern Region has a strong tradition of providing specialist training in Child and Adolescent Psychiatry, which has benefited from close links with the Cambridge University Department of Psychiatry. The scheme is organised into three sub-rotations: one based principally in CPFT, one based primarily in Hertfordshire and the other Norfolk-Suffolk Mental Health Trust. There is a maximum of eight training posts in CPFT at any one time. The Eastern Region higher training programme in Child and Adolescent Psychiatry is governed by a training committee within the Health Education England in the East and chaired by Dr Anupam Bhardwaj. The scheme is able to offer a very wide range of experience including:

- General Community Child and Adolescent Psychiatry
- Neuropsychiatry
- Learning Disability
- Substance misuse
- Specialist eating disorders
- Paediatric Liaison
- Parent-infant psychotherapy
- Inpatient experience

## 7. INDICATIVE TIMETABLE

The specific scheduling of clinics, SPA time and home working will be agreed in the initial jobplan meeting with the successful applicant. There is an expectation of having 7.5 sessions of direct clinical care and 2.5 SPA sessions (pro-rata)

Day	Time	Work
Monday	AM	ED Clinic
	PM	Admin, staff supervision (DCC) management meeting (SPA) 1hr
Tuesday	AM	Non Working Day
	PM	NWD
Wednesday	AM	ED clinic

	PM		Emergency daytime cover/Admin
<b>Thursday</b>	AM		ED clinic new patient and clinical team meeting
	PM		SPA (audit/research) 3hrs Trainee supervision DCC 1hr
<b>Friday</b>	AM		ED Clinic
	PM		Service development/teaching (SPA) 4 hrs
			DCC 6 SPA 2

<sup>2</sup>Day-time on-call is unpredictable emergency activity which can be combined with general and clinical administration as the Duty CAMH Consultant is second-on-call, backing up the CAMH Crisis team Practitioner who will call upon him or her if the need for medical/senior clinician input arises

**THE PERSON SPECIFICATION**

	<b>Essential Criteria</b>	<b>Desirable Criteria</b>
<b>Education/ Qualifications</b>	<ul style="list-style-type: none"> <li>- Full GMC registration and license to practice</li> <li>- MRC Psych or equivalent qualification/certification</li> <li>- Section 12 Approved Psychiatrist or willingness to obtain training</li> <li>- Approved Clinician Status or willingness to obtain training</li> </ul>	<ul style="list-style-type: none"> <li>- Additional postgraduate qualification relevant to treating adolescents with eating disorders</li> </ul>
<b>Entry criteria for the grade:</b>	<ul style="list-style-type: none"> <li>- Specialist Registration in Psychiatry or</li> <li>- within 6 months of attainment of CCT at time of interview.</li> <li>- Shall have equivalent experience and competencies as recognized by GMC (CESR)</li> </ul>	<ul style="list-style-type: none"> <li>- Specialist Registration in Child and Adolescent Psychiatry or</li> <li>- within 6 months of attainment of CCT at time of interview.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>- Proven experience of good working relationships</li> <li>- Experience of multi-disciplinary working</li> <li>- Experience of training doctors in training.</li> </ul>	<ul style="list-style-type: none"> <li>- Wide range of specialist and sub- specialist experiences relevant to this post</li> </ul>
<b>Skills/Ability/ Knowledge</b>	<ul style="list-style-type: none"> <li>- Excellent knowledge in specialty</li> <li>- Decision-making and problem-solving skills including children and young people</li> <li>- Management skills.</li> <li>- Excellent verbal and written communication skills.</li> <li>- Ability to take a clinical lead.</li> <li>- Able and willing to represent department at Trust wide meetings.</li> <li>- Able to work and build relationships with others.</li> <li>- Ability to travel</li> </ul>	<ul style="list-style-type: none"> <li>- Training/skills in a relevant therapeutic modality e.g. CB</li> <li>- Family Therapy, parenting programs</li> <li>- Experience in clinical management of eating disorder presentations</li> </ul>
<b>Academic skills, lifelong learning abilities</b>	<ul style="list-style-type: none"> <li>- Able to deliver undergraduate or postgraduate teaching and training</li> <li>- Participated in continuous professional development</li> <li>- Participated in research or service evaluation</li> <li>- Able to use and appraise clinical evidence</li> </ul>	<ul style="list-style-type: none"> <li>- Published on a relevant subject in a peer reviewed journal</li> <li>- Reflected on purpose of CPD undertaken</li> <li>- Participated in quality/service improvement initiative</li> <li>- Led a clinical audit leading to significant change</li> <li>- Evidence of achievement in</li> </ul>
	<ul style="list-style-type: none"> <li>- Has actively participated in clinical audit</li> <li>- Clear-thinking</li> </ul>	<ul style="list-style-type: none"> <li>- Education, research, audit and service improvement: awards, prizes, presentations and</li> </ul>

	<ul style="list-style-type: none"> <li>- Enthusiastic</li> </ul>	publications
<b>Qualities/ Attributes</b>	<ul style="list-style-type: none"> <li>- Able to demonstrate reflective practice.</li> <li>- Approachable and flexible.</li> <li>- Reliable.</li> <li>- Ability to demonstrate/develop an understanding of service within the wider context of the changing NHS and Mental Health Services.</li> <li>- Able to tolerate clinical complexity, uncertainty and change</li> </ul>	<ul style="list-style-type: none"> <li>- Experience of developing services in a constantly changing environment within tight budgetary restraints</li> </ul>
<b>Equality</b>	<ul style="list-style-type: none"> <li>- Demonstrate understanding of acceptance and commitment to the principles underlying equal opportunities.</li> <li>-</li> </ul>	

**University of Cambridge: School of Clinical Medicine  
and  
Department of Psychiatry**

CPFT is a University of Cambridge Teaching Trust and member of [Cambridge University Health Partners](#) (Academic Health Science Centre). The Trust works collaboratively with the University of Cambridge Clinical School and is a partner in the local [Collaborations for Leadership in Applied Health Research and Care](#) (CLAHRC).

The School of Clinical Medicine is situated on the Addenbrooke's Campus in Cambridge. The Department of Psychiatry (Head of Department: Prof Ed Bullmore) is one of the departments of the clinical school. The department is based on the Addenbrooke's site. There is currently a Professor (Tamsin Ford) and (until January 2021) there is also a University Senior Lecturer (Paul Wilkinson) in Child and Adolescent Psychiatry.

The Psychiatry, Neuroscience and Clinical Psychology assessment unit was the one of the highest ranked in the UK in the 2014 Research Excellence Framework. It carries out a range of world-leading research including neuroimaging, epidemiology, neuroendocrinology, neuropsychology and treatment studies.

The School of Clinical Medicine admits around 260 students annually to the Clinical Course. The University established a 4-year Graduate entry programme in 2001, which accepts an additional 20 students annually. The clinical course has recently undergone a major transformation, with more emphasis on a smaller set of core teaching, essential for all doctors, and more opportunity for students to select specialist placements, including child and adolescent psychiatry. The post holder may be involved in providing some community-based teaching to medical students. From January 2021, the Clinical Medicine Course has been led by a child and adolescent psychiatrist (Paul Wilkinson).  
use.

The department undertakes a wide range of research and grants have been awarded from a number of research bodies. The developmental psychiatry section houses the Autism Research Centre, the Centre for the Research of Learning Disability and a Developmental Affective Disorders research programme. Currently the section has funded research programmes in affective disorders; cognitive development; pervasive developmental disorders; Down's syndrome; Disruptive Behaviour Disorders; health service utilisation; psychiatric aspects of learning disabilities and neurogenetics and complex behavioural phenotypes. These research programmes within development psychiatry occur across the lifespan and involve genetic, hormone, psychophysiological, social and executive cognition, clinical trials, neuro-imaging and public health services research.

Research funds include grants from the Medical Research Council, the Wellcome Trust; The Health Foundation, The NHS Executive and a number of other charitable Trusts.

The adult department has a wide range of research in general psychiatry including studies on epidemiology of early onset psychoses, functional neuroimaging, cognitive neuroscience, cognitive decline and Alzheimer's disease, neuropsychiatry and public health services research.