

Role profile

Role title	DocHealth Clinical Director
Salary	£8,000 per annum

About the organisation

DocHealth is a confidential, not for profit, psychotherapeutic consultation service for all practising doctors across the UK, delivered by Consultant Medical Psychotherapists.

We help doctors to explore difficulties, both professional and personal, with senior clinicians who have the collective experience of treating over 3000 doctors in the last 20 years.

We currently have a team of 16 Consultant Medical Psychotherapists and are currently operating a full-online service with patients across the four nations.

How does it work?

The service offers up to six flexibly applied sessions for individuals, with expert signposting to longer term support and liaison with other health services where needed. Treatment interventions are tailored to the individual in the context of a supportive relationship. This can facilitate greater understanding by the doctor of their presenting difficulties, enabling them to regain greater control of their situation.

DocHealth is exclusively self-referral, with no report writing unless specifically requested by the doctor using the service. The same consultant throughout consultations provides a continuity of care. Couples therapy is also available.

Presenting issues can include:

- Relationship difficulties at work and at home
- Burnout and work/life balance
- Bullying or harassment
- Examination stress
- Inquiry/clinical incident stress
- Trauma past or present
- Bereavement/loss
- Anxiety
- Depression

Duties and Responsibilities

List the core duties of the role and any special responsibilities

This role presents a unique opportunity for an experienced Consultant Medical Psychotherapist to provide both leadership and clinical expertise to the DocHealth service and the psychotherapy team.

The Clinical Director will:

- Uphold the values of both the [BMA](#) and the RMBF. Our aim is to foster a culture where individual differences and diversity are welcomed. We are committed to promoting equal rights and opportunities, pro-actively tackling discrimination or disadvantage in all forms and creating an open and inclusive culture.
- Report to the Board of Directors at Management Committee meetings.
- Provide reports at the Management Committee meetings, including activity, outcomes and audit.
- Contribute to policy and strategy development of the service and be responsible for implementation of these as required.
- Attend meetings of the Board of Directors as necessary by the Board, representing the therapy team, and providing input where necessary.
- Work collaboratively with the Board and other team members in the delivery and implementation of the service.
- Liaise with the BMA's wellbeing support team.
- Manage and support administrative staff in the delivery of the service including reports for the Management Committee or Board of Directors.
- Manage and support the clinical team.
- Facilitate regular team meetings.
- Be available to consult on difficult clinical cases.
- Enable confidential clinical discussion to maintain the highest of clinical standards (clinical governance).
- Conduct annual appraisals with the clinical team.
- Complete an annual appraisal with the Board of Directors.
- Respond to any complaints in a timely fashion, and as per the agreed policy and procedure.
- Work closely with the deputy clinical director.
- Recruit new therapists as the need arises.
- Maintain professional accreditation and/or registration and ensure that professional clinical supervision is undertaken in accordance with accredited status.
- Maintain continuous professional development by undertaking training in accordance with new practice requirements as and when required.
- Be expected to also work as a therapist for the service (therapy hours are subject to your availability/service demand).

Skills/personal attributes

Describe the skills and personal attributes expected for the role

The Clinical Director must:

- Be a medical graduate
- Have recognised training in Psychoanalytic Psychotherapy
- Be an experienced practitioner with at least five years' clinical work post qualifying as a consultant
- Have membership of BPC or UKCP
- Have clinical experience working in an organisational setting

- Have significant experience in treating doctors as patients
- Be able to develop a culture that promotes equality and diversity
- Have excellent communication and time-management skills
- Have excellent leadership skills with an ability to maintain professional boundaries
- Have a good knowledge of the resources available to patients
- Have experience of managing teams
- Have a supportive and collaborative approach to working with clinical and non-clinical staff

Desirable:

- Have a Certificate of Completion of Training (CCT) in Psychotherapy
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