

BRITISH/ PSYCHOANALYTIC /COUNCIL

Head of Professional Practice

£75,000 FTE

Part time: 17.5-21 hours per week

Flexible working hours possible to fit around other clinical commitments, please do contact us to discuss this further.

Welcome from the CEO



Thank you for your interest in joining our team as the Head of Professional Practice.

We are the leading professional association and a Professional Standards Authority Voluntary Accredited Register for the psychoanalytic and psychodynamic psychotherapy profession in the UK.

With a small team of seven, based at our offices in North London, and with an annual turnover of c£600k we regulate the profession, adjudicating on complaints and maintaining professional standards.

We enjoy a reputation for high clinical and professional standards within the counselling and psychotherapy profession and, unlike other similar organisations, we are purely psychoanalytic in our focus. We accredit training programmes operated via our Member Institutions, ensuring that they meet our exacting standards. Individuals who qualify from these accredited trainings are eligible to become Registrants of the BPC and appear on our public Register. Registrants must comply with our code of ethics and Continuing Professional Development requirements.

As well as our regulatory role, we advance the knowledge and understanding about psychoanalysis and psychoanalytically informed therapies, through working with policy makers and through conferences, publications and other activities.

Having undergone a period of change and growth over the last twelve months – an exciting period that is set to continue – we are now looking for a Head of Professional Practice to join our Senior Leadership Team. This is an exciting new role for someone to make their own.

Currently all psychoanalytic expertise is held within our committees and Boards, not in our staff team. With the regulatory context becoming increasingly standardised and somewhat bureaucratic, we are keen to find a way forward that remains psychoanalytic in nature and we need this vital expertise to be at the core of our staff team. We are looking for an experienced clinician who is looking for a new challenge of working within a small organisation with a wide reach.

You will understand the context we work in, including regulatory frameworks, and will be a highly effective, engaging manager and leader who embraces the potential of the BPC as we continue to develop.

For the right candidate, this is an exciting opportunity to be part of an ambitious, friendly organisation where your voice, your ideas and your contribution will have a critical impact on our success and on the wider profession.

If you believe you have what we are looking for then we very much look forward to hearing from you.

Greg Ross-Sampson
Chief Executive

About Us

We are the leading professional association and a Professional Standards Authority Voluntary Accredited Register for the psychoanalytic and psychodynamic psychotherapy profession in the UK. One of our key roles is to regulate the profession, adjudicating on complaints and maintaining professional standards. The other is to advance understanding of our work to the public and support our profession via guidance, training and other activities.

We enjoy a reputation for high clinical and professional standards within the counselling and psychotherapy profession and, unlike other similar organisations, we are purely psychoanalytic in our focus. We accredit training programmes provided by our Member Institutions, ensuring that they meet our exacting standards. Individuals who qualify from these accredited trainings are eligible to become Registrants of the BPC and appear on our public Register. Registrants must comply with our Code of Ethics and Continuing Professional Development requirements.

As well as our regulatory role, we advance the knowledge and understanding of psychoanalysis and psychoanalytically informed therapies by virtue of working with policy makers and through the mediums of conferences, publications and other activities.

We are a small organisation of 7 staff with no clinical psychoanalytical expertise.

Job purpose

We are acutely aware that the background of regulation is changing and moving towards a more standardised approach across different professions. Whilst we believe it is essential that we set rigorous standards for our registrants in order to maintain patient safety, we believe it is critical to remain grounded in a psychoanalytic approach and stay true to our psychoanalytic underpinnings. To do this we need strong clinical expertise in our Senior Leadership Team to complement our practical, legal and strategic capability.

This is a new post, bringing clinical and professional practice skills and experience directly into the heart of our Executive team; whereas currently all clinical expertise is held in our Board and Committees. The postholder will work as part of the Senior Leadership Team to deliver the organisation's strategic aims and to help shape the future of the British Psychoanalytic Council and the profession more widely. The postholder will develop and support the organisation's values and culture, informing all that we do with a deep understanding of the work of psychoanalytically informed therapies.

We are looking for someone with strong clinical and professional experience as well as experience of working within an organisation who can bring together the clinical and nonclinical expertise we have across our team. The postholder will be able to think creatively and be able to solve issues which may arise when working within a small organisation.

Reporting to CEO

Contract type: **Permanent 17.5-21 hours per week**

Salary: **£75,000 FTE**

Location: **Suite 7, 19-23 Wedmore Street, London N19 4RU**

Closing date for applications is up until the 24 June, but recruitment may close early if a suitable candidate is found.

To apply, please send a CV and a cover letter (no longer than two pages) explaining how you meet all the essential criteria in the person specification to jobs@bpc.org.uk.

Job Description

The job description below gives an idea of what this role will entail however as this is a new role there is the opportunity for the right candidate to develop the role and responsibilities.

Responsibilities

General

- To work as part of the Senior Leadership Team (SLT) and contribute to the development and implementation of the new strategy; outlining our role as an organisation and what we are capable of providing to the profession in the future
- To provide written and verbal clinical and professional practice advice and recommendations on profession-related matters, and clinical input across the organisation.
- To improve employees' and affiliates' knowledge and understanding of psychoanalysis, psychoanalytic and psychodynamic psychotherapy and counselling

Professional Engagement

- To develop and contribute to New Associations, BPC's Newsletter and other publications
- To work with the Head of Operations and the Communications Manager, develop and curate BPC's training and conference activities providing expert knowledge on potential speakers and themes and the needs of registrants
- To work with the Communications Manager, develop an effective registrant communication strategy
To contribute to public policy and marketing matters where professional expertise is needed and acting as spokesperson to the press etc where required.
- To develop and maintain strong relationships with our Member Institutions, finding ways to better understand their needs and how far the BPC can support them, as well as giving further context to the BPC about the MIs position

Fitness to Practise / Complaints

- To provide written clinical and professional practice advice and guidance on Fitness to Practise allegations and other matters, as and when requested by the Head of Regulation.

Membership Institution Development

- To work with the Registration Committee, develop and oversee the accreditation and re-accreditation of training programmes
- To review and develop criteria for accreditation of training programmes alongside the Registrar, ensuring the BPC's reputation of high standards of accredited training is maintained as well as implementing changes where needed

Membership / Registration

- To provide clinical and non-clinical advice and guidance on the improvement of the registration journey and experience.
- To work with the SLT and develop the current and future membership categories to meet the BPC's organisational objectives
- To support the Head of Operations and Professional Standards Committee on the implementation and improvement of the CPD audit process.
- To look for opportunities to grow the BPC's membership base and to assist with the development of relationships with new psychoanalytically informed training organisations.

Policy Development

- To work with the Head of Regulation, the Professional Standards Committee and Ethics Committees, write and operationalise policies relating to professional practice to support registrants
- To work collaboratively with your equivalents in other professional standards regulators such as BACP and UKCP on the development of shared professional practice policies and competency frameworks such as SCoPEd, explaining the nuances of psychoanalytic practice where needed
- To write and operationalise policies which inform and promote equality and diversity both within BPC and within our Member Institutions.

Person specification

Essential

1. Current or previous BPC registrant without restriction or adverse fitness to practise history (BPC or otherwise) who is up to date with current practice
2. Evidence of successfully working collaboratively within teams / functions, shaping and influencing their direction
3. Excellent communicator with proven experience of communicating highly technically knowledge, principles and issues effectively to people without a background in psychoanalytic and psychodynamic psychotherapy and to a range of stakeholders including a board of trustees
4. Experience of having worked as a trainer or supervisor within the psychoanalytic profession
5. Demonstrable ability to provide profession-related and clinical advice and guidance at a senior level
6. Demonstrable ability to develop and write policy documents
7. A proven role model for respectful, open and honest behaviour including a demonstrable commitment to equality and diversity in service delivery
8. Awareness of the importance of a complaints handling/Fitness to Practise processes

Desirable

1. Experience in strategic planning and objectives defining, in complex environments that are subject to significant on-going change.
2. Experience of working in a similar organisation
3. Knowledge of statutory professional regulation
4. Knowledge of professional associations or membership bodies