JOB DESCRIPTION

Vacancy reference:	SRF32105
Post Title:	Charlie Waller Chair in Evidence-Based Psychological Treatment
Grade:	Grade 9
School/Department:	SPCLS
Reports to:	Head of School for Psychology and Clinical Language Sciences
Responsible for:	Research staff & PhD students

Purpose

The School of Psychology & Clinical Language Sciences at the University of Reading is seeking to appoint an outstanding researcher as the Charlie Waller Chair in Evidence-Based Psychological Treatment, to lead and strengthen the School's research profile in the area of evidence-based psychological treatments. The successful candidate will have an established international reputation as a leader in their field of research and the ability to build a research group at the forefront of research into psychological treatments for children and young people. The Charlie Waller Chair will be the research lead for the Charlie Waller Institute (CWI) and the AnDY (Anxiety & Depression in Children & Young People) Clinic but is expected to collaborate with colleagues in relevant discipline areas across the wider School of Psychology & Clinical Language Sciences.

School of Psychology & Clinical Language Sciences

The School of Psychology & Clinical Language Sciences (www.reading.ac.uk/pcls/) comprises 65 academic staff, more than 100 clinical/research staff and approx. 80 PhD students. The School is known for its excellence in teaching and research and holds an Athena Swan Bronze Award.

Teaching & Learning

The School is home to more than 1000 students. As one of the oldest Schools of Psychology in the UK (we celebrate our centenary in 2021), we provide a suite of British Psychological Society (BPS) accredited undergraduate and postgraduate Psychology and Speech & Language Therapy degrees and a large PhD research training programme. The CWI adds to this portfolio by offering a range of professional training for clinicians through Postgraduate Certificates and Diplomas.

Research

The School was ranked 15th in the UK for research power in the 2014 Research Excellence Framework. Since then we have invested significantly in research infrastructure and staff, with the ambition to be a leading research centre in the UK in the fields of child & adolescent mental health, language sciences (including multilingualism) and cognitive neuroscience. Amongst its facilities, the School houses the Centre for Integrative Neuroscience and Neurodynamics (CINN: www.reading.ac.uk/cinn), with a research-dedicated Siemens MAGNETOM Prisma 3T MRI scanner and MRI-compatible high-density adult and child/infant EEG facilities, high-resolution stimulus display systems with integrated high-speed eye tracking, psychophysiological measures, and TMS systems. Our research is advancing understanding of the underlying causes and effective treatments of depression, anxiety, psychosis, eating disorders and autism in children and younger adults, as well as health and wellbeing in older adults. We explore the acquisition of language in children with developmental disorders and the role that memory plays in

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comprehension. We make the most of technology in developing new interventions to alleviate the difficulties associated with language impairment in children and to help patients with dementia maintain independence at home, and we are using virtual reality to understand how we see and experience the world. Our research is helping to unlock the complexities of human memory, emotion and motivation and is applying this knowledge to benefit education and business. We are at the forefront of research investigating how diet influences brain function in childhood, adulthood, and old age. We are committed to open and reproducible science, and the University has formally joined the UK Reproducibility Network.

The Charlie Waller Institute

The Charlie Waller Institute (CWI: https://www.reading.ac.uk/charliewaller/cwi-home.aspx) was launched in 2007, as a collaboration between the University of Reading, Berkshire Healthcare Foundation Trust (BHFT) and the Charlie Waller Memorial Trust. The Charlie Waller Memorial Trust (CWMT) is a charity, set up by the family of Charlie Waller shortly after his tragic suicide at the age of 28 during a period of depression. The Trust aims to:

- equip young people to look after their mental well being
- help people to recognise the signs of depression in themselves and others so they know when to seek help
- ensure expert and evidence-based help is available when people need it.

It does this by educating children, their parents and school staff in staying mentally well and the signs of being unwell, working with universities and colleges to address the mental wellbeing of students and staff, equipping GPs and practice nurses to identify and effectively treat patients with mental health problems and encouraging employers to create mentally healthy workplaces.

Under the leadership of its former Directors (Professor Roz Shafran, Professor Shirley Reynolds) and with the support of funding from the Charlie Waller Memorial Trust and BHFT, the CWI has grown rapidly in size and strength. Today, more than 50 staff support the Institute in its activities, which include:

- delivery of a range of IAPT and non-IAPT training programmes to clinicians who treat adults, children and young people;
- evaluation of the effectiveness of these programmes in improving clinician knowledge, skills and patient outcome;
- research that adds to the evidence base on effective psychological interventions.

The AnDY Clinic

The Anxiety & Depression in Young People (AnDY) Clinic is an NHS clinic that assesses and treats young people aged 7-17 years for anxiety and depressive disorders, and that undertakes research to improve understanding of the development, maintenance and treatment of such disorders, to improve prevention, early identification and the delivery of prompt and effective treatments. AnDY uses a range of methods (experimental, longitudinal, clinical trials) in its work with children, young people and their families, working in both community (including school) and clinical settings. The AnDY team work closely with young people with lived experience of anxiety and depression and their families to make sure their research focuses on the things that are important to families and is conducted in a way that they are happy with. AnDY staff also work extensively with practitioners, policy makers and international colleagues to ensure the work they do is relevant and can be implemented widely in practice.

Other Partners & Collaborations

The Charlie Waller Institute and AnDY Clinic are examples of the School's close collaborations with local NHS services. The School has a strong relationship with the Berkshire Healthcare Foundation Trust, which is committed to improving access to proven psychological treatments within the NHS. In addition

to the AnDY Clinic, the School houses a range of NHS and independent clinics including the Berkshire Memory and Cognition Research Centre, a Centre for Autism, and a Speech and Language Therapy assessment and intervention clinic. We work closely with other Schools and with research centres across the University, including the Centre for Literacy and Multilingualism and CiNN (see above). For more information about our clinics and centres, see http://www.reading.ac.uk/Psychology/Clinicsandcentres/pcls-clinics-and-centres.aspx

Duties and Responsibilities of the Charlie Waller Chair

We welcome applications from individuals able to demonstrate the high standards of research and research leadership required by this role. Applicants will be senior academics with an established international reputation in their research field. They will have a track record of research that has contributed to the evidence base surrounding effective psychological treatments for children and young people. The successful applicant will actively contribute to the highly collaborative, inter-disciplinary and collegiate working environment at Reading.

The duties and responsibilities of the role include:

Research

- Adding to the knowledge base on evidence-based psychological treatments for children or young people
- Actively seeking large-scale funding to undertake new research and attract postdoctoral and postgraduate researchers
- Supporting research by colleagues within CWI and AnDY Clinic through leadership of research initiatives within these teams, and through mentoring of doctoral students, post-doctoral and clinical research staff
- Supervising PhD and MSc student projects and placements
- Building collaborations with colleagues in AnDY Clinic, CWMT and other clinics and units inside and outside the School (e.g. BHFT, Royal Berkshire Hospital) to grow the School's research capacity in the field of psychological treatments for children and young people
- Publishing research findings in the highest quality peer-reviewed journals and presenting findings to academic audiences at UK and overseas conferences
- Championing evidence-based psychological treatments such as CBT internally and externally by leading on the development of evidence-based psychological treatments and by promoting evidence-based practice at every opportunity, both nationally and internationally
- Working with the Charlie Waller Memorial Trust (CWMT) to ensure their resources are evidence-based and evidence-informed and providing consultancy on evaluation methods

Leadership & Management

- Providing intellectual leadership and effective line management of the researchers and postgraduate research students within their team
- Supporting the Director of Training, CWI, in the development of world-class clinical training and supervision, and contributing to teaching of topics related to their specialist research field
- Participating in CWI Steering Group meetings, and preparing quarterly reports on research activity for CWMT Trustees and other reports and presentations, as required
- Supporting the high profile of CWI through active membership of relevant national working groups & committees (e.g. NICE, BABCP), as opportunities arise
- Regularly participating in School Research Division meetings and seminars
- Engaging in activities such as internal examining of PhD theses, supervision of MSc student projects, participation in committees or working groups, and other activities to support the School, as required by the Head of School

Employment Terms and conditions

The appointee will hold a permanent, full-time or part-time academic position (Chair) at the University of Reading. They will be paid on the University's Grade 9 Professorial pay scale range at a level dependent on their skills, knowledge and experience. The appointee will be managerially accountable for their academic work through normal University procedures to the Head of School. In terms of monitoring the progress of the Chair, an informal review will be held 6 months after their appointment, after which more formal review will occur on an annual basis through the University's PDR (Performance & Development Review) process.

This document outlines the duties required for the time being of the post to indicate the level of responsibility. It is not a comprehensive or exhaustive list and the line manager may vary duties from time to time which do not change the general character of the job or the level of responsibility entailed. Flexibility against agreed objectives and outputs would be expected over time.

The University of Reading is committed to promoting equal opportunities and non-discriminatory treatment for all members of its community regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation. We welcome applications from eligible applicants among all groups and we will consider requests for part-time or other flexible work arrangements wherever the nature of the position permits.

Date assessed: 20/02/2020

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PERSON SPECIFICATION

Job Title	School/Department
Charlie Waller Chair in Evidence-Based Psychological Treatment	**School of Psychology and Clinical Language Sciences, Charlie Waller Institute**

Criteria	Essential	Desirable
Skills Required	• Ability to lead on the development of evidence-based psychological treatments and champion this approach internally and externally • Ability to lead and manage a team of research staff and students • Ability to take responsibility for the development of a research group • Ability to attract external grant funding for clinical research • Strong organisational and administrative skills • Strong interpersonal skills • Ability to give presentations suited to academic and professional audiences, and to the public • Ability to enhance the standing of the School and Institute through representation on national committees • Ability to manage research budgets	• Ability to provide consultancy to professional and non-professional groups • Skills in encouraging professional colleagues to engage in evidence-based practice
Attainment	• Undergraduate and postgraduate training in psychology, medicine or related field • PhD in relevant field • Evidence of continuing engagement in professional CPD • Evidence of established international research profile in relevant field • Evidence of awards of substantial external funding and successful delivery of research projects as PI • Track record of peer-reviewed publications in 3* & 4* REF bands	• Recognition through awards or other measures of esteem
Knowledge and Relevant Experience	• Experience of working in an academic leadership role in an HE environment • Experience of building and leading a team in an academic context, including supervision of PDRAs and postgraduate research students • Advanced knowledge of theory and practice of evidence-based psychological treatments such as CBT	• Understanding of NHS organisation as relevant to practice in psychological treatments • Experience of using evidence-based therapies with clients

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	• Doctoral level knowledge of working with research evidence to develop evidence-based psychological treatments • Knowledge of relevant research funding opportunities • Experience of presenting to academic and professional stakeholder audiences, evidenced by a track record of speaking at UK and international events	
Disposition	• Passion for research and student supervision and the ability to enthuse others in developing evidence-based psychological treatments • Commitment to excellence in research and student supervision, including a commitment to open and reproducible science • Ability to both lead and work alongside colleagues and students • Ability to work on own initiative • Willingness to liaise with key stakeholders including CWMT, BHFT, Royal Berkshire Hospital • Collegiate, respectful and considerate of the skills of others • Committed to undertaking line management and administrative duties with care • Committed to engaging in CPD and to supporting career development of others • Willingness to support activities of wider School as required	
Other	• Willingness to forge links with and expand on current areas of clinical research within the School • National or international network of research collaborators	• Evidence of an interest in inter-disciplinary collaboration