

About the Role

Job Title: Chief Psychologist / Director of Psychology

Closing Date: 5:30pm on the 1st of March 2022.

Reporting to: Chief Executive Officer

Location: Flexible. This position will be working from home, with occasional travel to conferences and events in the UK / Ireland.

Salary: Dependent on experience. This is a key position in Lexxic's team and we plan to offer a competitive benefits package for the right candidate.

Job type: Permanent / Full-time

Are you an experienced Psychologist and interested in working with a leading neurodiversity consultancy? Are you looking for a new challenge and an opportunity to advance your career?

As part of the next stage of our journey, Lexxic are excited to be recruiting for the role of **Chief Psychologist / Director of Psychology (working title)**. Our ideal candidate will have experience within the field of neurodiversity or a related field with knowledge of neurological differences.

You will be a HCPC Registered Psychologist and report directly to the CEO with the focus on ensuring the service delivery team has the quality standards, appropriate staffing levels and an innovative culture to help us thrive.

We are looking for management experience with an understanding of running a service delivery and consulting team of Psychologists and Specialist teachers. We are also looking for a track record of practical, hands-on assessment and reporting experience.

People are the heart of what we do in Lexxic, so your ability to demonstrate leadership skills, collaboration with others and the values of our organisation will help you stand out in your application.

Our team are creative and ambitious. We are looking for a candidate who is interested in being challenged in their decisions and curious of ways we can do things better. And someone who is passionate about a high quality and personalised service for our clients.

Overseeing an established technical team in neurodiversity, you will be responsible for ensuring Lexxic attracts the best technical talent and maintains a deep and up to date knowledge of our field.

Why Apply?

- We are growing rapidly with an entrepreneurial and innovative culture.
- You will have the flexibility to grow both personally and professionally.
- Chartered Psychologist Founder and CEO with psychology background. This ensures a strong commitment to your vision and your team.
- A service delivery model built on in-house team. You will get to know your team and develop long-term relationships with them.
- We are passionate about neurodiversity – led by our Founder's story and with neurological differences represented at all levels.
- A chance to work with some of the most innovative organisations in the UK and Ireland – FTSE100 household names, government organisations, top universities, schools.

Your Responsibilities

1) Strategic Direction

- Collaborate with the CEO and Senior Leadership Team in setting and driving the organisations vision, strategic plan, service delivery and resourcing needs.
- Translate Lexxic's strategy into action, helping to implement organisation-wide goal setting, performance management, accountability and annual operating plans.
- Serve as an active member of Lexxic's Senior Leadership Team
- Serve as a public facing figure for Lexxic representing the organisation at conferences, events and relevant membership bodies.

2) Technical and Quality Control

- Drive a vision for the highest quality standards across our team.
- Consider the use of different assessment tools, explaining your vision and rationale in your decision making.
- Review diagnostic reports for the education and employment sectors.
- Review screening and workplace adjustment reports where required.
- Oversee the training and on-boarding of new team members.
- Oversee the Chartership Process and technical development of our team of psychologists and specialist teachers
- Undertake clinical audits and research, ensuring our work remains innovative and aligned to good practice in our sector.
- Create new academic partnerships and collaborate on sector-leading white papers and publications.
- Ensure all Service Level Agreements are met by the psychology delivery team.
- Ensure all operational systems are up to date and responsive to client feedback.

3) Product and Service Innovation

- Drive the delivery, development, and innovation within our services
- Demonstrate an understanding of the service / product innovation lifecycle
- Project manage and ensure the timely completion and implementation of service delivery and consulting projects
- Identify new services and opportunities for our organisation
- Consult with clients to design bespoke solutions right across our services – 1:1 support, training, online learning and consulting.

4) People

- Maintain and build trusted relationships with key customers, clients, partners, and stakeholders
- Motivate, inspire and lead the team of 35 Psychologists, 6 Specialist teachers and 20 Associates, fostering an ongoing culture of empathy and personal responsibility.
- Undertake reviews of your direct reports, to empower their own development and to contribute to Lexxic achieving our goals
- Ensure good practice in our HR processes in collaboration with our HR Manager

Essentials

When reviewing applications, we are looking for people who can demonstrate;

- Knowledge of the needs of neurodiverse individuals
- Report Writing Skills
- Leadership skills
- Research Skills
- Strategic Thinking Skills

Not Essential but nice to have

Experience leading a team within the field of neurodiversity

Consulting Skills

Production Innovation Skills

Presentaiton Skills

Publications

Commercial Awareness

From anywhere

You will have the flexibility to work remotely from anywhere in the UK. If you are a team player and do great work, we don't mind where you do it.

Further travel will be required throughout the UK and Ireland as required. Travel will be subject to public health guidelines relating to COVID-19.

How to apply

To apply for this role, please attach your CV and a **one-page** Cover Letter explaining why you are suitable for this role. In addition, please let us know what attracts you to the role you are applying for and how your values match our organisation. Applications should be addressed to jobs@lexxic.com.

Informal queries are treated in confidence and can be sent to Lexxic's CEO, Aidan Healy; aidanhealy@lexxic.com.

Our commitment to you during the selection process

We succeed because of our differences in Lexxic, not despite them. All backgrounds and characteristics are welcome and celebrated. We welcome you to bring your full self and your story to the application process.

If you would like to apply through an alternative format, or if we can help provide adjustments to help you be at your best during the process, please do contact us and we would be happy to help.

Lexxic are an equal opportunities and Disability Confident Employer.

In applying to Lexxic, you will be supplying us with your personal data contained within your CV and cover letter. This could include your name, address, email, previous work details etc. Please review our Privacy Policy for details of how we protect and respect your privacy.
