

Role Description: Associate Psychologist

Role Title:	Associate Psychologist
Working Hours:	Freelance, Flexible schedule
Location:	Remote
Salary range	Competitive hourly rates (assessments starting from £400)

Role Purpose

Genius Within CIC are looking to extend our network of Associate Psychologists to deliver diagnostic assessments to adults across the UK.

At Genius Within we take a strengths-based approach to assessing clients for neurodivergence, highlighting their talents and making suggestions for workplace and learning solutions. Our Associate Psychologists take a person-centred approach to diagnostics. They are first and foremost, positive and enabling, seeking to empower clients to understand their neurotypes in a meaningful way. Our Associate Psychologists also have great analytical skills and exercise attention to detail in using and interpreting diagnostic tests and producing individual reports. Our Associate Psychologists are also provided with an opportunity to join Genius Within on consultancy, research, and training projects, helping to support businesses to become neuroinclusive in their practices.

We would need you to be able to produce positive, rigorous and client-centred assessment reports to tight service level agreement deadlines. Our assessments are delivered face-to-face as well as remotely, and you are able to select the type of work that suits you.

In return, we offer a competitive assessment fee, access to our supportive and lively peer supervision network as well as CPD events that are free or at a greatly reduced cost. We also offer a supportive induction and onboarding process.

How do I know I this is the right contract for me?

- Are you committed to empowering clients to understand their neurotypes in a meaningful way?
- Do you want to be your own boss, manage your own time and diary?
- Do you have experience completing diagnostic assessments across a range of neurodivergent profiles?
- Do you have capacity to complete between 2-10 assessments per week?
- Can you complete assessments and provide final reports in a fast-paced environment to support our clients at work, in professional education or training?

If you have answered yes to the above, please keep reading!

Main Duties and Responsibilities:

Essential skills and strengths required

- HCPC-registered practitioner psychologist in a relevant speciality.
- Trained and experienced in conducting diagnostic assessments in work and/or education, across a range of neurodivergent profiles.
- Up-to-date knowledge of relevant guidance on assessment and reporting, such as from SASC and the BPS.
- Good understanding of adjustments and support that is available for neurodivergent adults in the workplace, training and education.

Other essential role requirements

- Registered with HMRC as self-employed or as a limited company.

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- Professional indemnity insurance.
- Enhanced DBS clearance (cost to be covered by Applicant)
- Access to appropriate tests and assessment inventories.

Please note that related evidence will need to be provided during the induction process. This job is a self-employed role, Tax and NI contributions are to be covered by the candidate.

Desirable skills and strengths required

- Experience of using remote assessment platforms, such as Q-interactive or Q-Global. (cost to be covered by Applicant)
- Safe and suitable accommodation for face-to-face assessments, if offered.
- Due to the demographics and global nature of our client base, we appreciate those that can deliver assessments outside of the standard working week.

Safeguarding: Essential

- Ability to display an awareness, understanding and commitment to the protection and safeguarding of young people and vulnerable adults

Assessment Service Delivery: Essential

- Ability to deliver assessment services in line with the internal Service Level Agreements (SLAs).

This role description is intended to provide a broad outline of the main duties and responsibilities of an Associate only.

Equality Diversity and Inclusion

Genius Within cares deeply about creating a diverse and inclusive workplace. We are proud to be an equal opportunity employer and a disability confident leader. We are committed to equal employment opportunity regardless of race, colour, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, or gender identity. Genius Within does not require disclosure to make reasonable adjustments. We ask all employees “how can we support you to work at your best” and are adept at provision of coaching, technology, flexible terms to meet this objective. Our highly successful majority disability staff team are testament to the benefits of making adjustments.

The successful candidate must undergo an Enhanced DBS check, on the basis that the role involves contact with vulnerable adults, in accordance with the Rehabilitation of Offenders Act (1974). Other relevant recruitment checks will also be carried out, including HMG Baseline Personnel Security Standard and prison vetting and clearance.