

# Director, Salomons Institute of Applied Psychology

Candidate Information  
Spring 2024



Canterbury  
Christ Church  
University



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# A message from the Vice-Chancellor

Thank you for your interest in joining us as the next Director of the Salomons Institute for Applied Psychology. This is a rare chance to lead this distinguished Institute, which not only is known for its innovative approach to its Doctorate in Clinical Psychology but is also the only location in England to offer a full range of training in Emotion Focused Therapy.

The successful applicant for this important role will be joining our wider University at an exciting time in our proud history. We are at the start of Vision 2030, our new strategic framework, developed in partnership with colleagues, students, the local community and partners. This puts sustainable futures and our students at its heart.

We are seeking a creative and ambitious individual with the necessary skills, commitment and ability to contribute at a strategic level. In return, we can offer a supportive working environment and the opportunity to make a significant contribution to service-users, trainees, the NHS, the local community and the wider field of Applied Psychology.

I hope that the information provided will be of interest to you and if an informal discussion would be useful please do contact our Resourcing Consultant, Ellie Hurst ([ellie.hurst@canterbury.ac.uk](mailto:ellie.hurst@canterbury.ac.uk)) in the first instance.

I would like to personally thank you for taking an interest in this role, in Salomons Institute of Applied Psychology and in Canterbury Christ Church - and hope that you will consider making an application.

We look forward to hearing from you.

Yours faithfully

Professor Rama Thirunamachandran OBE DL  
Vice-Chancellor & Principal



# Introducing **Canterbury Christ Church University**

MODERN  
UNIVERSITY

IN

HISTORIC  
LOCATIONS

OVER  
**25,000**  
STUDENTS  
&  
**1,800**  
STAFF

**1<sup>st</sup>**

in UK

FOR GRADUATES  
IN EMPLOYMENT\*

Diverse,  
global,  
dynamic  
community

Creative industries  
MEDICINE ENGINEERING  
Sciences **SPORT** BUSINESS  
**TEACHING** Law Media  
**Tourism** NURSING

MAKING A  
DIFFERENCE

IN

SOCIETY

**£150m**  
BUILDINGS  
FOR  
STEM AND  
CREATIVE  
ARTS

Research-  
involved  
academics

# About Salomons Institute

## Background

At Salomons Institute for Applied Psychology we seek to make a significant contribution to the development and delivery of health and social care services through the application of psychological research and understanding.

The range of our work covers accredited postgraduate programmes, applied research, knowledge transfer, professional practice, and consultancy. These activities address a broad range of key areas within applied psychology, psychological therapies, policy support, and both service and organisational development.

## Clinical Psychology Doctorate

The model adopted within the Salomons Programme conceptualises the clinical psychologist as a critical, reflective, anti-discriminatory, scientist practitioner. Such values are fully reflected by the staff team who are continuously developing the programme to take account of recent advances in health and social care, Clinical Psychology and Education, to ensure that the Programme remains cutting edge, and responsive to NHS and service user, family and carer needs.

The course places significant importance on the value of exposing trainees to a diversity of therapeutic models (lifespan developmental, cognitive, behavioural, psychodynamic, systemic, and community) to best meet the needs of the communities and teams they serve. In addition, the course has a specific accreditation from the Association of Family Therapy, so trainees, who would like to, can achieve a Foundation Level in systemic therapy over the course of the training.

## Other programmes

Salomons Institute also offers two fully online, part-time, BPS-accredited postgraduate awards in Clinical Neuropsychology, a BABCP-Accredited Postgraduate Diploma in Cognitive Behaviour Therapy and is the only location in England to offer a full range of training in Emotion Focused Therapy (EFT). There is an ambition for the Institute to develop as a Centre for Chair Work.

## Research and Knowledge Exchange

Research and knowledge exchange work at Salomons Institute is recognised nationally and internationally. Recent projects include exploring the impact of disability on elite sports performance, user experience of Art Therapy, mindfulness-based and compassion-focused approaches to wellbeing and building deeper understanding of Psychosis and Schizophrenia.

## Enriching the community we serve

Like its host university, Canterbury Christ Church, Salomons Institute is deeply committed to enriching the communities it serves. It has recently facilitated a Death Café to provide a safe space for local people to speak about bereavement and a Music Café to support older people with early stages dementia. It provides schools with pastoral and mental health support and more broadly, offers consultancy to mental health service commissioners and bespoke training around working with young people.

## Strategic Plan

Canterbury Christ Church University's Strategic Plan Vision 2030 sets a clear direction and goals for the University. Developed through a comprehensive consultation exercise with students, partners and staff, its objectives are to strengthen and enhance the brand of Canterbury Christ Church University, both nationally and internationally and to ensure a well-grounded network of partnerships to enhance the scope of its activities. The strategic framework, underpinned by a commitment to sustainable futures, has four clear strategic aims:

1. Student learning, life and futures
2. Research, enterprise and innovation
3. People, culture and community
4. Impact

You can download our Vision 2030 brochure at [canterbury.ac.uk/salomons-director](https://canterbury.ac.uk/salomons-director)

# National and Global Impact

## Public Engagement

Salomons Institute is committed to high profile public engagement activities, aiming to make scholarship accessible to stakeholders and give everyone a chance to join the conversation.

Below are three recent major initiatives.

- *Understanding Psychosis and Schizophrenia* aimed to summarise for a general audience, current thinking about the nature and treatment of psychosis. It was featured on BBC Radio 4's Today Programme and All In The Mind, and has been widely discussed internationally, including in the New York Times.
- *Understanding Depression: Why adults experience depression and what can help* summarises the latest research evidence on causes of depression and things that can help individuals and society. The report highlights the role of exclusion, inequality and oppression in causing and maintaining depression for many people.
- Our rapidly developing departmental blog site, [Discursive of Tunbridge Wells](#), has a large and international following. In this blog we aim to open up debates about health and healthcare, particularly mental health. Contributors include staff, students, guest lecturers and mental health service users, as well as eminent academics. We've also started a semi-regular [podcast](#) where a panel discuss issues related to mental health and wellbeing. Recent issues have focused on the effects of poverty, compulsory detention in the mental health system and developments in suicide prevention policy.

## Research

At Salomons Institute for Applied Psychology, our research and knowledge exchange work is recognised on both a national and international stage. Recent projects include:

### Sport and Disabilities

Prof Jan Burns works with athletes with intellectual disabilities to assess the impact of disability on elite sports performance. The goal is to develop sporting opportunities for people with intellectual disabilities globally and to help them reach their peak performance.

Jan is Head of Eligibility for the International Federation for Para-Athletes with Intellectual Impairments (INAS) and works with the International Paralympic Committee on athlete classification.

Jan is also one of the nine international partners working on an Erasmus funded 'IDEAL - Intellectual Disability, and Equal opportunities for Active and Long-term participation in Sport' project.

### Art Therapy and Drawing on Service User Experience

Dr Sue Holttum's work with the British Association of Art Therapists (BAAT) and with clinical psychology doctorate trainees has yielded a number of co-authored publications, including: the first national consensus on art therapy practice for people who have a diagnosis of a psychotic disorder; school-based art therapy with children under 12; adult and child service users' experiences of art therapy. Sue's working with the BAAT Special Interest Group on Psychosis resulted in The BAAT Guidelines on Art Therapy for People with a Psychosis-Related Diagnosis.

### Mindfulness, compassion and wellbeing

Dr Fergal Jones is participating in research collaborations examining mindfulness-based and compassion-focussed approaches to wellbeing. These include collaborating with researchers at the Sussex Mindfulness Centre on an NIHR Research for Patient Benefit grant funded project examining the effectiveness of mindfulness-based, supported self-help for people with mild to moderate depression; collaborating with colleagues at the Sussex Mindfulness Centre and Oxleas NHS Foundation Trust to evaluate the effectiveness of mindfulness-based self-help in supporting the wellbeing of NHS staff; working with Prof. Ian McLaren at the University of Exeter to understand how mindfulness interacts with basic human learning processes (some of this work has been funded by the British Academy/Leverhulme Trust); and working with Dr Chris Irons of Balanced Minds and Dr Diana Ierfino to develop and evaluate an online, self-help intervention that draws on compassion-focussed therapy.

# Equity and Inclusion

The core purpose of Canterbury Christ Church University is to transform lives through education. The University has a long-standing commitment to social justice and widening participation.

The University community is wonderfully diverse, with people from all over the world and from all backgrounds. Canterbury Christ Church University is committed to:

- advancing Equality, Diversity and Inclusion outcomes and representation
- redressing inequity, discrimination, progression and attainment imbalances for our staff and students.
- continuously building a culture of equality and inclusion
- taking action against all forms of racism
- leading the institution in the journey to become an anti-racist university.
- promoting an LGBTQIA+ inclusive environment for all staff and students

The University is a Stonewall Diversity Champion, a member of the Disability Confident Scheme and attained an institutional Athena SWAN Bronze Award in November 2016. It aims to achieve an Athena SWAN Silver Award by 2023.



# Living and working in Tunbridge Wells



## **Conveniently situated in the centre of Royal Tunbridge Wells, Salomons Institute has excellent transport links.**

Less than a 10 minute walk to the railway station, central London is just an hour away by rail, Gatwick airport is 40 minutes away by road, and the M25 within a 20 minute drive.

Royal Tunbridge Wells, nestled in the heart of the picturesque Kent countryside, offers a blend of charm, culture, and community that makes it an exceptional place to call home. Steeped in history, this vibrant town boasts stunning architecture, lush green spaces, and a rich cultural heritage. From the iconic Pantiles, with its elegant colonnades and boutique shops, to the sprawling Calverley Grounds, perfect for leisurely strolls and family picnics, Royal Tunbridge Wells is a lovely place to live.

For those with young families, there are excellent schools, abundant green spaces, and a wide range of family-friendly activities. From the enchanting Dunorlan Park, perfect for picnics and outdoor adventures, to the interactive exhibits at the Tunbridge Wells Museum, there's no shortage of opportunities for educational and recreational fun. The town also hosts various family-oriented events and festivals throughout the year,

Royal Tunbridge Wells plays host to a diverse array of events throughout the year, from music festivals and theatrical performances to art exhibitions and food markets. And with excellent transport links to London and other major cities, residents can enjoy the best of both worlds – the tranquility of the countryside and the buzz of city life.



# Job description

## Director

Salomons Institute of Applied Psychology

## The Post

<b>Job Title:</b>	Director, Salomons Institute of Applied Psychology
<b>Reference:</b>	REQ04903
<b>Location:</b>	Royal Tunbridge Wells
<b>Reports to:</b>	Head of School of Psychology and Life Sciences
<b>Responsible for:</b>	Academic and strategic leadership of the Salomons Institute of Applied Psychology
<b>Contract Type/Hours</b>	Up to full-time (37 hours a week), depending on clinical/professional commitments
<b>Interviews</b>	<b>Wednesday 22 May 2024</b>

## The Main Purpose of the Role

The Director provides academic, professional and strategic leadership to the Salomon's Institute of Applied Psychology.

They are responsible for delivering a high-quality service to service users and trainees through the Clinical Psychology Doctorate (DClinPsy) and further postgraduate programmes in Clinical Neuropsychology, Cognitive Behaviour Therapy and Emotion Focused Therapy.

The Director is responsible for maintaining and developing strong partnerships with placement partners, experts by experience, professional bodies, the local community and the wider university.

They will strategically lead the research, knowledge exchange and consultancy work of the Institute, with an eye to income generation, supporting both the NHS and the local community and enhancing knowledge and best practice around applied psychology.

The Director will be alert to new opportunities to grow the Institute and enhance its reputation, including supporting the Institute to develop as a centre for psychological therapies, including potentially Chair Work.

# Job description (continued)

## Main Duties

1. Provide overall academic and professional leadership to all aspects of the Institute's work, developing a culture that values individual contributions whilst raising and increasing innovation, research, knowledge exchange, consultancy and income.
2. Responsible for the Institute's strategic planning, managing the Institute's budget and plans for growth and diversification, linked to key metrics that are aligned to new generation skills and Vision 2030.
3. Lead and manage direct reports with clearly articulated objectives to ensure effective planning, development and resourcing; promoting high quality sustainable future provision.
4. Promote the external interests, links, partnerships and reputation of the Institute, liaising and working with relevant Professional, Statutory Regulatory bodies and sector influencing organisations, including UK Health and Care Professions Council, the British Psychological Society and the Association of Family Therapy.
5. Develop Strategic Partnerships with NHS England (NHSE), the NHS, placement partners, experts by experience, service users, students and the wider University, that provide high-quality course delivery and future strategic planning to support local and national workforce needs.
6. Promote the continual development of research and enterprise, enhancing generation of income from external sources, tenders, bids and consultancy work.
7. Lead and drive the enhancement of the school's approach to inclusivity across all protected characteristics for all staff, student and apprentices and promote antiracist and anti-discriminatory teaching and practice.

<b>Person Specification</b>			
<b>Qualifications and Training</b>	<b>Essential</b>	<b>Desirable</b>	<b>Method of assessment</b>
Relevant PhD or Clinical Psychology Doctorate (DClinPsy)	✓		i.e. application form, certificates, interview, technical tests
Chartered Psychologist with live membership of the Health and Care Professions Council and the British Psychological Society.	✓		i.e. application form, certificates, interview, technical tests
Teaching Qualification with Fellowship, Senior Fellowship of Principal fellowship of Advance HE- FHEA, SFHEA or PFHEA.		✓	
PhD		✓	i.e. application form, certificates, interview, technical tests
<b>Experience and Knowledge</b>	<b>Essential</b>	<b>Desirable</b>	
Extensive experience in delivering a Clinical Psychology Doctorate programme (DClinPsy)	✓		i.e. application form, certificates, interview, technical tests
Experience of strategic partnership working with practice partners, NHSE and Professional bodies.	✓		i.e. application form, certificates, interview, technical tests
Well networked in the clinical academic field.	✓		
Experience of leading high performing teams with a strong track record in ensuring excellence in service user and student experience.		✓	i.e. application form, certificates, interview, technical tests
<b>Skills and Attributes</b>	<b>Essential</b>	<b>Desirable</b>	
Excellent communicator, able to represent and act as an ambassador for the Institute and the University both internally and externally.	✓		i.e. application form, certificates, interview, technical tests
Effective leader, able to work under pressure, delegate appropriately, develop staff and meet Key Performance Indicators identified through Strategic planning.	✓		i.e. application form, certificates, interview, technical tests
Strategic vision, with ideas for how to grow and develop the Institute including maximising opportunities around the Institute being the only location in in England to offer a full range of training in Emotion Focused Therapy (EFT) and the potential for the Institute to develop as a Centre for Chair Work.	✓		i.e. application form, certificates, interview, technical tests
Competence in navigating a landscape of sometimes competing priorities and requirements coming from the wider Higher Education sector (including The Quality Assurance Agency for Higher Education, Office for Students and Office of the Independent Adjudicator), the wider University (Vision 2030), NHS England, the NHS, UK Health and Care Professions Council, the British Psychological Society and other PSRBs.	✓		
<b>Qualities</b>	<b>Essential</b>	<b>Desirable</b>	
Desire to see staff and trainees flourish; a supportive, inclusive approach to leadership; ability to make people feel valued and able to thrive.	✓		i.e. application form, certificates, interview, technical tests
Innovative and creative leader, able to empower and delegate to staff in order to develop new ideas and opportunities to benefit the Institute, the trainees and the local community.	✓		i.e. application form, certificates, interview, technical tests
Genuinely committed to inclusive education and to the promotion of equity, diversity, antiracism and inclusion within the Institute, the University and the wider profession.	✓		

# Terms of appointment

- The University will offer a remuneration package fully commensurate both with the significance of this appointment and the caliber of the successful candidate with an annual review by a salary review committee for senior staff.
- The details of the terms of appointment will be open to discussion with the preferred candidate.
- The post will be based in Royal Tunbridge Wells but travel both nationally and internationally will sometimes be necessary. Expenses will be reimbursed in accordance with the agreed scheme. You will be required to live near enough to Royal Tunbridge Wells to perform the duties of the post fully. A relocation package is available.
- You will be entitled to join or continue as a member of the Teachers' Pension Scheme. You will be able to continue existing membership of USS. These are contributory schemes with benefits based on final salary.
- The annual leave entitlement is 35 days plus statutory public holidays. In addition and at the discretion of the Vice-Chancellor the University closes for the period between Christmas and New Year.
- The nature of the post is such that the successful candidate will be expected to work such hours and at such times as are necessary and reasonable for the full performance of the duties. Some evening and weekend work may at times be required.
- The successful candidate will be subject to occupational health screening.
- Consideration will be given to conferring the title of Professor provided that you meet the University's published criteria.

# How to apply

To arrange an initial chat, please contact our Resourcing Consultant, Ellie Hurst at [ellie.hurst@canterbury.ac.uk](mailto:ellie.hurst@canterbury.ac.uk).

If the job interests you but you are not sure if you have all the right qualifications/ experience, you are welcome to contact Ellie for an informal chat. She would be glad to supportively explore it with you.

To apply, please use this link: <https://bit.ly/3xsKAhg>

**Closing date:** 6 May 2024 at midnight

Candidates will be notified if they are going to be interviewed by Friday 10 May 2024.

**Interviews:** 22 May 2024 in Royal Tunbridge Wells, Kent.

We want to make the process as supportive as possible. Please let us know how we can help, including any reasonable adjustments you might need.

At Canterbury Christ Church University, we want you to feel safe bringing the real you to work, and need your help to make sure others feel the same. Our students deserve diverse and wonderful role models - and you deserve a happy, inclusive work environment. We therefore welcome people across age, race, ethnicity, culture, religion, sexual orientation, gender identity/expression, neurodiversity and disability status who will proactively support our aim to be a happy, inclusive university that deeply cares for our students, our community and our region.

