



Job Description: Autism and/or ADHD Clinician

Organisation

National Neurodiversity Assessments
(trading under Speech and Language Therapy West Midlands Ltd)

Role Overview

As an Autism and/or ADHD Clinician at National Neurodiversity Assessments, you will deliver NICE-compliant autism and ADHD diagnostic assessments in line with NHS and CQC standards, as part of a multidisciplinary team (MDT).

Depending on professional background and prescribing status, the role may include ADHD medication initiation, titration, and ongoing management, delivered safely and in accordance with NICE NG87, local prescribing policies, and CQC regulations.

You will contribute to a high-quality, neurodiversity-affirming, person-centred service, ensuring assessments and treatment pathways are safe, effective, responsive, and well-led.

Key Responsibilities

Autism & ADHD Diagnostic Assessment

- Conduct comprehensive autism and/or ADHD diagnostic assessments (remote or face-to-face) using appropriate, validated tools, including:
 - Autism: ADOS-2, ADI-R, ACIA, AQ-10, CAT-Q, SDQ, and relevant developmental history tools
 - ADHD: DIVA-5 (or equivalent), ACE+, SNAP-IV, ASRS, Conners, and collateral history
- Apply DSM-5 / DSM-5-TR diagnostic criteria and NICE guidance to inform clinical decision-making.
- Participate in MDT discussions to ensure robust, defensible diagnostic outcomes.



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- Consider differential diagnoses and co-occurring conditions (e.g. anxiety, trauma, learning disability, autism/ADHD overlap).
- Ensure all assessments are:
 - Evidence-based
 - Person-centred
 - Neurodiversity-affirming
 - Culturally and developmentally appropriate

ADHD Medication Management

(Prescribers only – Psychiatrists, Paediatricians, or other suitably qualified independent prescribers)

- Initiate, titrate, and review ADHD medication in line with:
 - NICE NG87
 - Shared Care protocols (where agreed)
 - Local and national prescribing guidance
- Complete baseline physical health assessments, including review of:
 - Cardiovascular history
 - Relevant physical observations (as available)
- Monitor:
 - Effectiveness
 - Side effects
 - Adherence
 - Ongoing clinical suitability
- Provide clear written treatment plans and communicate appropriately with:
 - GPs
 - Patients and families
 - Other MDT professionals
- Ensure safe prescribing practices, documentation, and follow-up arrangements in line with CQC safety and governance requirements.

Care Coordination Responsibilities

(Where applicable to role and assessment pathway)



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- Act as a single point of contact for clients and families throughout the assessment process.
- Collate and review supplementary information (e.g. school reports, questionnaires, informant reports).
- Provide clear, compassionate feedback following MDT decision-making.
- Incorporate client feedback into final diagnostic reports.
- Offer post-diagnostic follow-up appointments where clinically indicated.

Documentation, Governance & Quality

- Produce high-quality, timely diagnostic and clinical reports with clear outcomes and recommendations.
- Maintain accurate, contemporaneous clinical records via the patient portal.
- Adhere to all CQC-aligned policies, including:
 - Safeguarding (Adults & Children – Level 3)
 - Information governance & GDPR
 - Clinical risk management
 - Equality, diversity, and inclusion
- Actively engage in:
 - Clinical audit
 - Peer review
 - Service improvement
- Invite and respond to service-user feedback to support continuous improvement.

Multidisciplinary Team (MDT) Working

- Attend MDT meetings for all allocated cases.
- Review assessment data and draft reports in advance.
- Contribute to collaborative diagnostic decision-making.
- Support safe, defensible final diagnoses.
- Final diagnostic sign-off is completed by a Clinical Psychologist, Psychiatrist, or Paediatrician, in line with governance requirements.



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Training, Supervision & Competency

- Newly appointed clinicians will receive structured mentorship for their first three cases.
- Reports completed during this period are subject to quality audit.
- Clinicians must engage in:
 - Ongoing CPD
 - Tool-specific reliability training
 - Clinical supervision (as required by CQC and professional body standards)

Essential Requirements

- Relevant professional qualification, such as:
 - Psychiatrist
 - Paediatrician
 - Clinical / Educational Psychologist
 - Speech and Language Therapist
 - Occupational Therapist
 - Mental Health Nurse
 - Specialist Teacher (assessment roles only)
- Current professional registration (HCPC, GMC, NMC, GTC, etc.).
- Specialist training in autism and/or ADHD diagnostic tools.
- Commitment to evidence-based, ethical, and neurodiversity-affirming practice.
- Ability to work safely within scope of practice and escalate concerns appropriately.

Additional Requirements (All Clinicians)

You must maintain valid and up-to-date:

- Professional registration
- Professional indemnity insurance
- Enhanced DBS (with update service)
- ICO registration
- Core Skills Framework Mandatory Training certification



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Values Alignment

You must demonstrate alignment with our core values:

- Neurodiversity-Affirming Practice
- Clinical Excellence
- Integrity and Accountability
- Holistic, Person-Centred Care
- Social Responsibility

Engagement Terms

All clinicians are engaged on a self-employed contractor basis and are responsible for their own tax and National Insurance obligations.

Note

This role description is subject to periodic review in line with CQC requirements, NICE guidance, and service development.