**North Kent Mind**

**Job Description: High Intensity CBT Therapists.**

**Salary: up to £33,059**

**Structure of the Posts**

The High Intensity Therapists will be appropriately supervised, and will in the first instance report to the Senior High Intensity Therapist. High Intensity Therapists will be part of the IAPT team under the Management of the IAPT Service Manager. This team includes: trainee and qualified PWPs, qualified High Intensity Therapists, sessional therapists and assessors, as well as IAPT administrative staff.

High Intensity Therapists must be flexible to deliver services in a number of venues either in the Dartford Gravesham and Swanley CCG, or Medway CCG. The location of the office base for these posts will be notified on appointment, taking into account the preferences of the staff member, and the needs of the service. It is also a condition of employment that the post holder is prepared, whenever applicable, to travel to and work at any of our office or therapy premises within reasonable travelling distance on a temporary or permanent basis. This mobility is essential to the smooth running of our business. There is a requirement to take some work evenings and weekends to fulfil our commitment to clients who are only available to receive services at these times.

For the calculation of travel expenses, the designated office base shall be considered the base throughout, and travel between home and another working venue can only be claimed insofar as it is in excess of the distance between home and base. Travel between different venues in the same day is payable, and all time spent in travel between venues is counted as time worked.

The precise deployment of the hours allocated to this post will be negotiated between the Therapist and their manager.

**A: DUTIES OF THE POSTS: GENERAL**

These duties apply to all North Kent Mind Staff:

1. To work within a framework which:
   * Abides by all the policies of North Kent Mind, including Equal Opportunities, Confidentiality, Health and Safety, Information Governance. GDPR
   * Promotes Social Inclusion, Empowerment, Well-being and the Recovery Model
   * Respects, encourages and builds on individual clients’ coping strategies, skills and autonomy
   * Maintains good liaison with any other outside agencies as is necessary
   * Promotes good joint working, links and cross-referral with all North Kent Mind colleagues.
2. To participate in supervision and appraisal
3. To attend staff meeting and service team meetings
4. To attend training/meetings and some annual events as required
5. To undertake any other duties which the CEO or Board of Trustees may, from time to time, reasonably delegate or assign.

**B. DUTIES OF THE POSTS: SPECIFIC**

These duties apply to the High Intensity Therapist role only:

**Training**

1. To successfully achieve accreditation as a High Intensity Therapist.

2. To keep abreast of developments within Mental Health work and the national IAPT (Improving Access to Psychological Therapies) programme especially as these relate to High Intensity Practitioners and the National Institute of Clinical Excellence guidelines.

3. To ensure own continuous personal development commensurate with the professional role.

**Direct Client Work**

1. To hold a clinical caseload focussing on CBT high intensity evidence based psychological

Interventions, for clients with a range of more complex Mental Health Problems, including Anxiety and Depression OCD, PTSD, Panic Disorder etc.

2. To work this caseload through telephone, individual face-to- face sessions and potentially some group services and digital “SilverCloud” therapies to clients at Step 3.

3. To have a role within step 2 services and IAPT assessment processes as requested from time-to- time by the organisation.

4. To input their clients’ data and session synopses into the relevant client management system for the area in which clients are based (PCMIS in Dartford, Gravesham and Swanley, Insight + in Medway).

5. To continually monitor clients’ progress through these services, and to take appropriate action where indicated, including professional judgements on the number of sessions required by individual clients, and gaining approval for extensions where required.

**Liaison**

1. To liaise as required for specific clients with the GP, or other professionals.

2. To provide peer consultation and advice on clients’ psychological care to colleagues

within the service.

3. To attend such external meetings as are appropriate for the role.

4. To link as appropriate with external agencies to promote the service and to encourage referrals to it

5. To produce end of therapy reports for GPs and other professionals where indicated.

1. To signpost or refer clients to other internal or external sources of help as appropriate

**Person Specification: North Kent Mind High Intensity CBT Therapists**

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| **Essential** |
| Substantial experience of working with people who have a mental health difficulty, and of helping them to recovery |
| To have a sound in depth understanding of the spectrum of mental health issues |
| To have a particular interest in the role of CBT as a therapeutic strategy |
| Ability to form good working relationships with the wide variety of clients who use North Kent Mind services |
| Ability to use supervision and training in own practice |
| Evidence of achieving continuous personal development |
| Good ICT skills |
| Track record of good management of own practice and accountability for this |
| To have justifiable confidence in own resilience in dealing with people in emotional distress |
| Flexibility to work evenings and weekends by agreement |