



Job Description

Job title	Senior High Intensity Therapist
Responsible to	IAPT Manager
Remit of the post covers	North Kent
Department	Improving Access to Psychological Therapies
Hours	Full Time
Salary	£36,493
Length of contract	Permanent
Location	To be agreed on appointment

Purpose of Post

This full time post is to ensure that the IAPT services run by the organisation in Dartford, Gravesham, Swanley and Medway are managed within guidelines set out by the IAPT contracts and within NICE guidelines, and within North Kent Mind budgets and standards, and perform against target.

Structure of the Post

The Senior High Intensity Therapist will be line-managed by the IAPT Manager who is in turn supervised and managed by the CEO.

The Senior HIT will manage a case load of clients, as well as provide Clinical Supervision and Line Management within the service to the High Intensity Therapists and Trainee High Intensity Therapists.

The Senior HIT will be a member of the Senior Practitioner Team, which also comprises of the Senior Psychological Wellbeing Practitioner and Senior Counsellor.

By arrangement, the post will be based at one of the North Kent Mind offices (Dartford Gravesend, Medway) but work in other North Kent Mind sites – including those which are already existing and those created as a result of the work of the postholder – is a given. It is a condition of employment that the postholder is prepared, whenever applicable, to travel to and work at any of our premises within reasonable travelling distance on a temporary or permanent basis. This mobility is essential to the smooth running of our business. Reasonable travel expenses are paid.

This post is constructed as a flexible 37 hr pw post and the nature of this post and our work in general implies that some out-of-office-hours work will be necessary by arrangement.

A: Duties of Post: General

These duties apply to all North Kent Mind Staff, whichever service they work for:

- To work within a framework which:
- Abides by all the policies of North Kent Mind, including Equal Opportunities, Confidentiality, Information Governance, GDPR and Health and Safety.
- 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.
- To participate in supervision and appraisal
- To attend staff meeting and service team meetings
- To attend training/meetings and some annual events as required
- To undertake any other duties which the CEO or Board of Trustees may, from time to time, reasonably delegate or assign.

B: Duties of Post: Specific

These duties are the key role of this post.

Senior Role:

- To provide quality leadership, line management and clinical supervision to High Intensity Therapists working in IAPT.
- To maintain good communication systems within the team and ensure full integration with the wider organisation.
- To support the High Intensity Therapists in accordance with National Guidelines.
- To lead and manage the team of Trainee and High Intensity Therapists.
- To ensure that all High Intensity Therapists meet the standards as laid down in the national IAPT programme.
- To respond with immediacy to any issues arising which might have an adverse effect on the quality, capacity or budget of the IAPT service, and to keep the IAPT Manager informed of these.
- To directly provide clinical supervision to HITs and Trainee HITs, or otherwise ensure this is provided.

- To directly provide line management to all HITs and Trainee HITs
- To ensure that supervision arrangements and support structures i.e. team meetings, are in place for appropriate provision of supervision and support to HITs.
- To support the effective and efficient use and implementation of resources available to the IAPT service, including room usage, use of SilverCloud digital resources, use of groups and courses to provide a full IAPT portfolio.
- Make decisions on suitability of new referrals at Triage alongside the Senior PWP and Senior Counsellor, adhering to the North Kent Mind and IAPT referral protocols.
- Link with Universities over individual trainees, and to front the organisations recruitment processes for High Intensity Trainees
- To report to IAPT Operations Manager for issues concerning service delivery and staffing needs.
- Any other tasks as maybe assigned or allocated to the post holder by the Operational Manager, Senior Management or the board of Trustees.

Direct Client Work:

- To signpost or refer clients to other internal or external sources of help as appropriate
- Keep coherent records of all clinical activity in line with service protocols
- 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.
- 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.
- To have a role within step 2 services and IAPT assessment processes as requested from time-to- time by the organisation.
- 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).
- 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

Liaison:

- To liaise as required for specific clients with the GP, or other professionals.
- To provide peer consultation and advice on clients' psychological care to colleagues within the service.
- To attend such external meetings as are appropriate for the role.
- To link as appropriate with external agencies to promote the service and to encourage referrals to it
- To produce end of therapy reports for GPs and other professionals where indicated.
- To signpost or refer clients to other internal or external sources of help as appropriate

North Kent Mind: IAPT Senior High Intensity Therapist Person Specification

Essential	Desirable
Fully qualified High Intensity Therapist BABCP Accredited CBT Therapist	Additional training in other therapeutic interventions applied to the IAPT Service.
2 years post qualification experience in a designated post within IAPT Services or Primary Care Services.	
Able to provide advice and supervision to others therapist within the IAPT Service	Completed IAPT Supervision training. Experience of supervising qualified practitioners and / or students / trainees
Ability to collaborate effectively	Experience of networking with organisations outside the NHS
Excellent written, verbal and presentation skills; ability to communicate at all levels	
An understanding of the support needs of IAPT staff	
Able to plan, prioritise and organise own clinical duties	
Flexible and able to adapt to changing situations	

Sharing the core values of the Mind Organisation	
Ability to get around to the various venues and offices used by North Kent Mind	Car Driver