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| **Job title** | Senior High Intensity CBT Therapist |
| **Responsible to** | IAPT Manager |
| **Geographical Reach** | North Kent |
| **Base** | For negotiation (either Dartford, Gravesham or Medway) |
| **Hours** | Full-time (37 Hours) |
| **Salary** | £40,425 p.a. |
| **Contract** | Permanent |

**PURPOSE OF POST**

To manage the High Intensity Therapist contingent within the IAPT Services, mainly consisting of full time workers. To provide support to these professionals and to ensure greater productivity and expertise.

**STRUCTURE OF THE POST**

One of 4 senior post within IAPT reporting directly to the IAPT manager, the other seniors being: Senior Psychological Wellbeing Practitioner, Senior Counsellor and the Senior Administrator.

For the calculation of travel expenses, the agreed 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. All time in travel between venues is counted as time worked.

**DUTIES OF THE POST: GENERAL**

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

1. To work within a framework which:
   * + Abides by all the policies of North Kent Mind, including Equal Opportunities, Confidentiality, 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, and is in keeping with the Codes of Practice for Social Care Workers as defined by the General Social Care Workers
     + 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.
     + Adheres to the principles of the Social Care Standards as defined by the GCSI
2. To participate in supervision and appraisal
3. To attend staff meetings and Support Services team meetings
4. To attend training/meetings and some annual events as required
5. To undertake any other duties which a senior manager or Board of Trustees may, from time to time, reasonably delegate, or assign.

###### **SPECIFIC RESPONSIBILITIES**

* To provide monthly clinical supervision in groups to qualified and trainee HITs in the IAPT service.
* To provide individual line management sessions to qualified and trainee HITs at the expected rate of one session every month. One such session to function as an annual appraisal for that staff member.
* To appropriately approve annual leave and expenses of qualified and trainee HITs
* To arrange monthly team meetings for all HITs
* As line manager and clinical supervisor, to serve as the first port of call for supervisees who wish to discuss issues of a clinical or non-clinical nature. To act as a back-up for clinical advice when other seniors or the IAPT manager are not otherwise available.
* To attend meetings of the three IAPT seniors as arranged by the IAPT Manager, and through this and other strategies to positively influence quality and practices throughout the IAPT system.
* To be part of the triage team, which defines the organisation’s treatment decision for each IAPT client.
* To be the point of contact between North Kent Mind and The university delivering the IAPT course
* To be involved in recruitment for HITs

The post holder will need to attend or have attended specified training to function as a supervisor within IAPT, and will have a negotiated reduction of their client caseload commensurate with the above additional duties.

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Person Specification

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| **Criteria** | **Essential** | **Desirable** |
| To be a qualified High Intensity Therapist | ✓ |  |
| To have the ability to manage people | ✓ |  |
| To undertake the IAPT supervision course or have undertaken this | ✓ |  |
| Excellent communication and written skills | ✓ |  |
| Ability to work as part of a team | ✓ |  |
| Able to understand the support needs of IAPT staff | ✓ |  |
| Flexible and able to adapt to changing situations | ✓ |  |
| Ability to develop services | ✓ |  |
| Belief in the standards of conduct, performance and ethics as declared by the Health and Care Professions Council | ✓ |  |
| Ability to get around to the various venues and offices used by North Kent Mind | ✓ |  |
| Ability to analyse statistical information | ✓ |  |
| Ability to enthuse clients and staff in the use of digital therapies and group work | ✓ |  |