

Job title	CYP Therapist
Responsible to	CYP Manager
Geographical Reach	Medway
Base	Medway
Hours	Part time – 18hrs per week
Salary	£32,059 (pro rata)
Contract	Fixed term until March 2026

JOB DESCRIPTION

Purpose of Post

This part time post is to deliver therapeutic services to CYP aged 5-18 (or up to 25 for those with SEN or care leavers). Short Intervention Therapy (SIT) is funded by Medway Council and is a pilot service for CYP who are in care, or who have a social worker or are care leavers who present with a need to access therapeutic services. The service will include Cognitive Behavioural Therapy (CBT), Dialectical Behaviour Therapy (DBT) and Creative Therapy support, using both one to one and group therapy interventions for each therapeutic approach.

The project aims to reduce the need for crisis intervention throughout childhood and adolescence by creating short interventions with high quality impact. CBT, DBT and creative therapeutic interventions are delivered in a group or one to one setting to support emotive healing, mental and emotional wellness and resilience, coping strategies for life and adverse challenges, and an opportunity to grow supportive community peer relationships. The SIT project provided by North Kent Mind will be formed by 4 staff, including 3 therapists and a CYP SIT Coordinator. Clinical supervision will be provided on a monthly basis.

Structure of the Post

Mind CYP Therapists are line-managed by the CYP Manager. They will be based in Medway and must be flexible to travel across Medway to pre-approved venues (including schools where appropriate). Mind CYP Therapists must be flexible to work between the hours of 9 and 5, on a part-time contract as agreed with the CYP manager.

For the calculation of travel expenses, the Medway office 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.

A: 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:

- i. Abides by all the policies of North Kent Mind, including Equal Opportunities, Confidentiality, Health and Safety, and GDPR.
 - ii. Promotes Social Inclusion, Empowerment, Well-being and the Recovery Model
 - iii. Respects, encourages and builds on individual service users' coping strategies, skills and autonomy, and is in keeping with the standards of performance and ethics as defined by the Health and Care Professions Council.
 - iv. Maintains good liaison with any other outside agencies as is necessary
 - v. 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 meetings and departmental team meetings
 4. To attend training/meetings and some annual events as required, including the AGM
 5. To undertake any other duties which a senior manager or the Board of Trustees may, from time to time, reasonably delegate or assign.

B. DUTIES OF THE POST: SPECIFIC

CBT & DBT therapists will be accredited (or working towards accreditation) and, for those who are Cognitive Behaviour Therapy and Dialectical Behaviour Therapy trained. registered with the British Psychological Society.

Creative Therapists such as Art, Play, Lego and Music therapists must be accredited) , and should have experience of working with children and young people, or a further qualification/teaching or degree to work with children and young people.

SIT CYP Therapist

1. To offer both 1-2-1 and group interventions as required (CBT, DBT or creative therapy informed sessions in 6 to 12 weekly blocks)
2. To supply and maintain outcome data as required by the CYP Manager as per contractual expectations with Medway Council
3. To liaise with the CEO, as required, in the absence of the CYP Manager.
4. To maintain excellent communication with the CYP Services Manager.
5. To ensure all contractual KPI's are met and delivered with high quality.
6. To remain up to date with admin requirements and ensure safe working practice, including:
 - Creation, review and adaption of CBT/DBT/Creative therapies manuals for CYP (depending on specialist discipline) based on CYP need and evidence based practice
 - Maintain accurate and relevant service user records on internal system (Lamplight)
 - Upload session details within 48 hours of completion onto internal system (Lamplight)
 - Support Plans & Risk Assessments where appropriate
 - Obtain data about the service user as required by the project (wellbeing scales, personal information etc.) and process this in line with GDPR requirements

- Complete Feedback Forms and other internal monitoring as required by North Kent Mind and/or Medway Council.
- Supporting with general administrative duties such as occasional assessments and liaising with clients regarding appointments.

As this is a new project and new role, adjustments to tasks may be required.

PERSON SPECIFICATION

Criteria	Essential	Desirable
Relevant therapeutic qualification (i.e. CBT, DBT, Creative Therapy)	✓	
Understanding of relevant policies/codes of practice and awareness of relevant legislation	✓	
British Psychological Association accreditation		✓
Knowledge & experience in the field of CYP mental health	✓	
An understanding of the issues, needs & risks affecting people with mental health problems & complex needs	✓	
A non-judgemental attitude to mental health service users	✓	
The ability to work in a person-centred way	✓	
An empowering and positive attitude to service users	✓	
Ability to work with service users on a 1-2-1 basis	✓	
Ability to work with service users in group settings	✓	
Ability & experience to work within a multidisciplinary & multiagency team	✓	
Experience of completing referrals, support plans, risk assessments & professional reports		✓
Experience gathering and collecting data for monitoring purposes	✓	
Experience using online data storage systems		✓
Excellent communication and listening skills	✓	
An understanding of the need for strong professional boundaries	✓	
Proactive and flexible approach to problem solving	✓	
Good organisation skills	✓	
Good computer skills	✓	
Able to work on own initiative	✓	
Car driver/owner		✓
Ability to work flexible hours	✓	
Experience & ability to work with challenging service users with multiple needs & manage crisis effectively	✓	