

Job title	CYP Therapist (BRAVE Project)
Responsible to	Project Coordinator
Geographical Reach	Medway
Base	Medway
Hours	Full time – 37.5hrs per week
Salary	£32,059
Contract	Fixed term until March 2026 (potential to be extended for an additional year)

JOB DESCRIPTION

Purpose of Post

This full-time post is to deliver therapeutic services to CYP aged 5-18 (or up to 25 for those with SEN or care leavers). The BRAVE (Building Resilience and Validating Emotions) Project is funded by Medway Council and is a pilot service for CYP in the local area who present with a need to access therapeutic services. The service will use an informed approach when delivering support to young people by targeted sessions of Dialectical Behavioural Therapeutic skills (DBT), Cognitive Behavioural Therapy (CBT), and Creative Therapy support, using both one to one and group therapy interventions for each therapeutic approach over a 6 to 12 week period.

The project aims to reduce the need for crisis intervention throughout childhood and adolescence by creating short interventions with high quality impact. CBT, DBT skills 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 BRAVE Project provided by North Kent Mind will be formed by 7 staff, including 4 therapists and a senior therapist, a Project Coordinator and a Project Administrator. Formal clinical supervision will be provided monthly.

We are offering this role on a 12-month fixed term contract initially with a view to extending the contract subject to continued funding.

Structure of the Post

Mind CYP Therapists are line-managed by the Project Coordinator. They will be based in Medway for in person delivery of sessions and must be flexible to travel across Medway to pre-approved venues (including schools where appropriate). Mind CYP Therapists work between the hours of 8:30 and 16:30 with some flexibility to offer later evening appointments and possible weekend sessions on a case-by-case basis, on a full-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

Therapists must be accredited or working towards accreditation with registration at a professional association relevant to their modality. For CBT therapists this is the BABCP or equivalent, and DBT informed therapists must have completed, or be willing to complete further approved training in this field.

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.

CYP Therapist (BRAVE Project)

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/Deputy Manager as per contractual expectations with Medway Council
3. To liaise with the CEO, as required, in the absence of the CYP Manager/Deputy Manager.
4. To maintain excellent communication with the Project Coordinator and CYP Manager/Deputy 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
CBT and DBT Informed Therapists	✓	
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	✓	