

Job title	Children & Young Person's Therapist
Responsible to	Children and Young Persons Service Manager
Base office	Medway
Department	Children and Young People (CYP)
Hours	37hrs per week (8:30am-4:30pm or 9:00am-5:00pm)
Location	North Kent
Terms	Maternity Cover: 01.09.25 – 31.03.26 (7 months)
Salary	£32,700.18

Purpose of Post

Children & Young Persons (CYP) Therapists are employed to deliver therapeutic services to children and young people aged 5–18 (or up to 25 for those with special educational needs or care leavers). Interventions include Cognitive Behavioural Therapy (CBT), Dialectical Behaviour Therapy (DBT) skills and Creative Therapy approaches (e.g. Art, Play, Lego, or Music therapy). Sessions are delivered both one-to-one and in groups, typically over 6 to 12 weeks.

CYP Therapists provide short-term, impactful support that builds emotional wellbeing, resilience, coping strategies and healthy relationships. They are part of the wider CYP team at North Kent Mind and are expected to participate in team meetings, support the successful delivery of projects and receive both clinical and line-management supervision on a monthly basis.

North Kent Mind's CYP service sits within the first three quadrants of the iThrive model: Getting Advice, Getting Help and Getting More Help. While we do not deliver the Getting Risk Support function, we recognise that we may often be the first, or most trusted, organisation a young person discloses risk to. Therefore, all staff must be confident in responding appropriately to risk, following internal safeguarding processes and working collaboratively where necessary with other services for a multi-agency, solution-focused approach.

Structure of the Post

CYP Therapists are line-managed by the Project Coordinator with their main office base in Medway for face-to-face delivery. Therapists will work flexibly across pre-approved venues, including schools and community spaces. Delivery will be primarily face-to-face/in person with occasional online delivery where appropriate and agreed.

Travel costs incurred as a result of the workload beyond the usual distance to the office are reclaimable as expenses in line with policies and procedures. Working hours are generally between 8:30am and 4:30pm or 9:00am-5:00pm, Monday to Friday, as agreed in line with project needs.

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

North Kent Mind Bank CYP Therapists will:

- Deliver both one-to-one and group therapeutic interventions using CBT, DBT or Creative Therapy models over short blocks of 6–12 sessions.
- Maintain accurate and timely case records using our internal system (Lamplight).
- Record and track outcome measures, feedback forms, and support plans in line with service requirements on the digital case management system (Lamplight)
- Contribute to the development and delivery of therapy materials/manuals appropriate to your therapeutic discipline and CYP needs.
- Liaise closely with the Project Coordinator and CYP management team to ensure quality and compliance with KPIs.
- Liaise with the CEO, as required, in the absence of the CYP Manager/Deputy Manager.
- Engage fully in clinical group supervision to support professional development and safe, effective practice.
- Support with admin tasks where needed, including arranging sessions and completing assessments/triage.
- Gather participant feedback using internal feedback forms for impact monitoring and evaluation

C. QUALIFICATIONS AND PROFESSIONAL REQUIREMENTS

This role is only open to qualified therapists. **Trainees will not be considered.**

All applicants must meet the following criteria:

- Hold a minimum Level 4 qualification in a relevant therapeutic discipline (e.g. CBT, DBT, Counselling, Art Therapy, Play Therapy, etc.).
- Be accredited, or actively working towards accreditation, with a recognised professional body such as:
 - BACP – British Association for Counselling and Psychotherapy
 - BABCP – British Association for Behavioural and Cognitive Psychotherapies
 - BPS – British Psychological Society
 - HCPC – Health and Care Professions Council
 - PTUK – Play Therapy UK

- Have experience delivering therapy to children and young people in either one-to-one or group formats; ideally both.
- Evidence of appropriate CPD to meet the standards of practice required by their professional body.

Personal Specification

Criteria	Essential	Desirable
Recognised qualification (Level 4 minimum) relevant to therapeutic practice (proof will be required)	✓	
Evidence of a qualification that includes or enables safe, appropriate therapeutic work with children and young people	✓	
Understanding of relevant policies/codes of practice and awareness of relevant legislation	✓	
Accredited or working towards accreditation with a relevant professional body (e.g. BACP, BABCP, HCPC, PTUK)	✓	
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 gathering and collecting data for monitoring purposes	✓	
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	✓	
Experience & ability to work with challenging service users with multiple needs & manage crisis effectively	✓	
Car owner/driver		✓
Experience using online data storage systems		✓