



Children & Young Person's ASC-LD Trainee Therapist: JOB DESCRIPTION

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| Job title | Children & Young Person's ASC-LD Trainee Therapist (Recruit to Train) |
| Responsible to | Children and Young Persons Service Manager |
| Base Location | Dartford |
| Geographical Reach | North Kent (Dartford, Gravesham, Swanley, Medway) |
| Department | Children and Young People (CYP) |
| Hours | Full Time |
| Contract | Fixed-term 12 months from January 2026 |
| Salary | £32,700.18 - £35,162.46 |

Purpose of Post

North Kent Mind has been funded by NHS England to deliver a range of 'Recruit to Train' placements to expand the children and young people's (CYP) mental health workforce. This role is a 12-month training post linked to University College London's Postgraduate Diploma in Child and Young Person's Psychological Therapies: Autism Spectrum Conditions and Learning Disabilities (ASC/LD) pathway.

The post holder will undertake academic training (Mondays–Tuesdays) and provide therapeutic interventions in service (Wednesdays–Fridays), working towards completing at least 80 hours of clinical practice across the year and treatment with 8–12 substantial cases, each seen for a minimum of six sessions.

The role will focus on delivering assessment and evidence-based interventions recommended by NICE guidelines to improve mental health, adaptive functioning and emotional wellbeing for autistic children and young people and/or those with learning disabilities. This includes individual interventions, parent/carers support, and school-based/systemic work.

North Kent Mind will support trainees by providing access to appropriate referrals through our established local connections and pathways. This placement forms part of the national strategy to expand access to timely, evidence-based support for CYP and to strengthen the local mental health workforce.

Structure of the Post

The ASC-LD Trainee Therapist will be based at North Kent Mind's Dartford office and will be employed by and fully embedded within North Kent Mind, working in line with the organisation's ethos, vision and values as well as the academic and clinical requirements of the UCL ASC/LD training programme.

The post holder will report to the CYP NHSE Placement Coordinator, who provides line management and day-to-day support, with overall accountability resting with the CYP Manager. The role involves close collaboration with training providers (KCL), North Kent Mind supervisors, and local partners.

Trainees will attend teaching days on Mondays and Tuesdays, with the remainder of the week focused on delivering clinical practice, supervision, and service integration activities.

Travel beyond the contractual base will be claimable in line with North Kent Mind's policies. Flexibility will be essential, as the role combines academic study, placement requirements, and service delivery.

A: DUTIES OF THE POST: GENERAL

These duties apply to all North Kent Mind Staff:

1. To work within a framework which:
 - i. Abides by all the policies of North Kent Mind, including Equal Opportunities, Confidentiality, Health and Safety, Information Governance, GDPR.
 - ii. Promotes Social Inclusion, Empowerment, Well-being and the Recovery Model
 - iii. Respects, encourages and builds on individual clients' coping strategies, skills and autonomy.
 - 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 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

The ASC-LD Trainee Therapist will be responsible for balancing academic study with supervised clinical practice, ensuring that all duties are carried out in line with North Kent Mind's policies, vision and values. The post holder will:

Clinical Practice and Training

- Deliver a minimum of 80 hours of clinical work across the year under supervision.
- Complete treatment with 8–12 substantial cases, each seen for a minimum of six sessions, ensuring cases meet course requirements (ASC and/or LD diagnosis).
- Provide evidence-based interventions adapted for autism and learning disability, addressing co-occurring difficulties such as anxiety and depression.
- Deliver interventions through a mix of direct work, parent/carer involvement and school/system-level support.
- Maintain accurate and timely records of interventions, in line with service and university requirements.

Supervision and Learning

- Engage in a minimum of 1 hour per week of clinical supervision, with a focus on case identification, assessment, risk management and outcomes monitoring.
- Participate fully in UCL teaching, intensive weeks, practice tutor groups and role-play sessions.
- Reflect on practice through supervision, tutor groups and academic assignments, including written reports, reflective video work and clinical logs.

Service Integration

- Contribute to North Kent Mind's CYP services, aligning practice with i-THRIVE principles, local care pathways and the organisation's ethos.
- Ensure North Kent Mind's values of being **Open, Together, Responsive, Independent and Unstoppable** are reflected in daily practice.
- Work with the service to identify and accept appropriate referrals to meet placement requirements.
- Liaise with multi-disciplinary and multi-agency professionals to ensure joined-up support.
- Uphold safeguarding responsibilities, recognising and escalating concerns in line with organisational and statutory requirements.

Performance and Development

- Balance academic study with clinical workload to meet all course requirements.
- Complete academic assignments, including case reports, reflective video work and clinical logs.
- Contribute to monitoring of outcomes, waiting times and service reach through accurate use of data systems.
- Actively participate in service improvement, feedback and reflective learning processes.

C. QUALIFICATIONS AND PROFESSIONAL REQUIREMENTS

The post holder must meet the entry requirements for the University College London Postgraduate Diploma in ASC/LD and demonstrate the professional knowledge, skills and experience needed to train and practise safely within North Kent Mind's CYP services.

This relates to the following:

- Minimum second-class Bachelor's degree or equivalent in a relevant subject (e.g. psychology, social work, education), proof will be required.
- Applicants without academic criteria but with relevant professional experience may be considered on a case-by-case basis.
- At least 2 years' experience working with children and young people in a mental health setting.
- At least 1 year of experience working with autistic and/or LD individuals.
- Ability to complete academic work at postgraduate diploma level.
- Commitment to completing the UCL ASC/LD Recruit to Train programme alongside clinical placement.

Personal Specification

| Criteria | Essential | Desirable |
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| Minimum second-class Bachelor's Degree or equivalent standard in a relevant subject (e.g. psychology, social work etc.); OR Applicants who do not fulfil the academic criteria but have relevant professional experience are still encouraged to apply and will be considered on a case-by-case basis. | ✓ | |
| 2 or more years of experience working within children and young people in a mental health setting (e.g. mental health worker) | ✓ | |
| 1 year or more of clinical competence and experience working with Autistic and/or LD individuals | ✓ | |
| Ability to have a flexible and creative approach to facilitating engagement with Autistic and/or LD children and young people | ✓ | |
| Ability to adapt methods of communication and intervention for the varying needs and levels of the children and young people's Autistic and/or LD population | ✓ | |
| Ability to maintain a reflective stance in emotive/challenging interactions with children and their carers | ✓ | |
| Ability to personally manage sensitive and potentially emotionally distressing caseload material | ✓ | |
| Ability to reflect on own practice (in clinical supervision and practice tutor groups with course peers) | ✓ | |
| Ability to follow policy and clinical governance procedures and make proposals for change | ✓ | |
| Ability to maintain accurate records | ✓ | |
| Ability to complete academic work across different learning environments at postgraduate level and balance the academic demands of the course with clinical placement demands | ✓ | |
| Demonstrates adaptability and able to work with diverse communities | ✓ | |
| Good time management and organisational abilities | ✓ | |
| Effective oral and written communication skills | ✓ | |
| Be IT/Computer literate | ✓ | |
| Able to accommodate travel demands associated with the role. | ✓ | |
| Knowledge and understanding of the key features and symptoms associated with Autism and/or Learning Disabilities | ✓ | |
| Knowledge and understanding of the unique challenges for Autistic/LD children and young people and their families | ✓ | |
| Awareness and understanding of the significantly increased risk of co-morbid mental health challenges and other neuro-developmental challenges within the Autistic population | ✓ | |
| Knowledge and understanding of issues relating to risk and safeguarding of children and young people. | ✓ | |
| Knowledge of i-THRIVE, NHS Long Term Plan priorities and CYP IAPT principles | | ✓ |
| Experience of working in an VCSE setting. | | ✓ |
| Driver/ Car Owner | | ✓ |
| Previous training in a mental-health related profession (e.g. psychology, nursing, health visiting, social work, occupational therapy, speech and language therapy, special needs teaching, psychiatry, psychotherapy, counselling, CWP, EMHP and low intensity therapies); | | ✓ |

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| Ability to study and complete academic work at postgraduate study level | | |
| Proven record of previous academic attainment | | ✓ |
| Knowledge of the MDT approach and collaborative working with other agencies to ensure the needs of Autistic/LD children and young people are understood and effectively met (i.e. education and social care agencies) | | ✓ |
| Previous experience of working with safeguarding issues | | ✓ |
| Experience of working as part of the multi-disciplinary team with children and young people with Autism and/or LD and their families | | ✓ |
| Ability to adopt multi-agency working, especially in relation to complex cases with multiple needs, where a more systemic approach is required | | ✓ |
| Ability to advocate for the needs of children and young people with Autism and/or LD and their families | | ✓ |
| Ability to maintain an observational stance, particularly in relation to children and young people with Autism and/or LD who do not express themselves verbally | | ✓ |
| Understanding of evidence-based practice and the ability to demonstrate how this influences clinical practice | | ✓ |