



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	15hrs per week
Location	Medway
Terms	Fixed-term until 31st March 2025 (subject to extension dependent on funding)
Salary	£32,700.18 (pro-rata £13,256.83)

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 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
- 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

Please note: CYP Therapist roles are only open to **qualified therapists**. We are **unable to consider applications from trainees** for this post.

All applicants must meet the following criteria and will be asked to provide evidence of:

- Professional qualification: Qualified to degree level or equivalent in a relevant therapeutic discipline (e.g. CBT, DBT, Psychology, Art/Drama Therapy, Play Therapy). For counselling, a minimum Level 4 diploma in counselling/psychotherapy, completed on a course accredited by BACP/UKCP/PTUK, is accepted.
- Professional registration: Current registered membership (not student/trainee) with a recognised professional body, such as:
 - BABCP – British Association for Behavioural and Cognitive Psychotherapies. Registered as an Accredited Cognitive Behavioural Therapist.
 - HCPC – Health and Care Professions Council.
 - PTUK – Play Therapy UK. Minimum Certified Play Therapist registration.

- UKCP – UK Council for Psychotherapy. Minimum Registered Member.
- BACP – British Association for Counselling and Psychotherapy. Therapists should be Registered Members (MBACP). We may consider Individual Members if they can evidence 100 hours of supervised placement, a certificate of course completion and are within the 24-month timeframe to pass the Certificate of Proficiency to gain registered status.
- Experience: At least six months' post-qualification experience delivering therapy to children and young people in one-to-one and/or group formats (ideally both)
- Professional development: Evidence of up-to-date Continuing Professional Development (CPD) in line with the standards of their registering body.

Personal Specification

Criteria	Essential	Desirable
Professional qualification at degree level or above in a relevant therapeutic discipline (e.g. counselling, CBT, psychology, art/drama therapy, play therapy). For counselling, a minimum Level 4 diploma from a BACP/UKCP/PTUK accredited course is accepted.	✓	
Minimum six months' post-qualification experience delivering therapy with children and young people.	✓	
Registration (or working towards accreditation where applicable) with a recognised professional body, such as BACP, BABCP, HCPC, PTUK or UKCP)	✓	
Evidence of a qualification and experience 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.	✓	
Knowledge and experience in the field of CYP mental health.	✓	
An understanding of the issues, needs and risks affecting people with mental health problems and 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 and experience to work within a multidisciplinary and 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 and ability to work with challenging service users with multiple needs and manage crisis effectively.	✓	
Willingness to complete and evidence of Continuing Professional Development (CPD) training in line with professional body requirements.	✓	

Safeguarding training and knowledge relevant to CYP (minimum Level 3).	✓	
Ability to recognise and appropriately escalate safeguarding and risk concerns in line with local procedures.	✓	
Commitment to equality, diversity and inclusion in service delivery.	✓	
Ability to receive and make use of regular clinical supervision.	✓	
Car owner/driver.		✓
Experience using online data storage systems.		✓
Experience of working in an VCSE setting.		✓
Experience delivering workshops or psychoeducation to CYP and/or parents/carers.		✓
Experience of working with specific groups of CYP (e.g. care-experienced, LGBTQIA+, neurodivergent, or those at risk of offending).		✓