



Children & Young Person's CBT Trainee Therapist JOB DESCRIPTION

Job title	Children & Young Person's CBT 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 King's College London's Postgraduate Diploma in Cognitive Behavioural Therapy (CBT) for CYP.

The post holder will undertake university training (Mondays–Tuesdays) and provide therapeutic interventions in service (Wednesdays–Fridays), working towards completing at least 200 hours of CBT practice across the year and treatment of a minimum of 8 individual cases, each seen for at least six sessions. The role will focus on delivering evidence-based CBT interventions for anxiety disorders, depression, post-traumatic stress disorder (PTSD), obsessive compulsive disorder (OCD) and body dysmorphic disorder (BDD), under close supervision from BABCP-accredited supervisors.

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 CBT 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 KCL CBT CYP-PT Therapy PGDip.

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 at King's College London on Mondays and Tuesdays, with the remainder of the week focused on delivering CBT 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 CBT 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 200 hours of CBT practice across the year under supervision.
- Complete treatment with at least 8 individual cases, each seen for a minimum of six sessions.
- Provide evidence-based CBT interventions for children and young people with anxiety disorders, depression, PTSD, OCD and BDD.
- Work with children, young people and families in a collaborative and respectful manner, considering cultural and social differences.
- Maintain accurate and timely records of interventions, in line with service and university requirements.

Supervision and Learning

- Engage in at least 1 hour per week of CBT supervision from a BABCP accredited supervisor, with 50% of supervision delivered 'live' (e.g. reviewing a recording of the session).
- Attend an additional minimum of 1 hour per month case management supervision within the service.
- Participate fully in KCL teaching and training activities, including workshops, role plays, practice tutor groups and intensive teaching weeks.
- Reflect on practice through clinical supervision, tutor groups and course assignments.

Service Integration

- Contribute to North Kent Mind's CYP services, aligning practice with i-THRIVE principles, local care pathways and the organisation's vision and values.

- Ensure North Kent Mind's values of being **Open, Together, Responsive, Independent and Unstoppable** are reflected in daily practice with children, young people and families.
- 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 for young people.
- 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 four written case reports and three video assessments.
- 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 King's College London Postgraduate Diploma in CBT 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:

- Hold a 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.
- Have at least 2 years' experience working with children and young people in a mental health setting.
- Possess the ability to complete academic work at postgraduate diploma level.
- Be committed to completing the KCL CBT Recruit to Train programme alongside clinical placement for the 12 month duration.

Personal Specification

Criteria	Essential	Desirable
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	✓	
Experience of multi-agency and/or multi-disciplinary working and liaising across internal and external agencies.	✓	
Ability to communicate effectively and sensitively with children, young people and their families, whilst considering social differences	✓	
Ability to maintain a reflective stance in emotive/challenging interactions with children and their carers	✓	
Ability to work in a collaborative and respectful manner with children, young people and their families	✓	
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.	✓	
Experience of multi-agency and/or multi-disciplinary working and liaising across internal and external agencies.	✓	
Capacity to work well in teams	✓	
Motivated to learn and be challenged	✓	
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);		✓
Proven record of previous academic attainment		✓
Knowledge and understanding of CBT theory and its application, including experience of working within a CBT framework and/or using CBT informed interventions		✓

A year or more experience working within a CBT framework and/or using CBT informed interventions (e.g. PWP, CWP, EMHP and Parent Trainer)		✓
Understanding of evidence-based practice and the ability to demonstrate how this influences good clinical practice		✓