



Job title	Trainee Cognitive Behavioural Therapist (Recruit to Train)
Directorate	Children and Young Persons Services
Responsible to	CYP Service Delivery Manager
Accountable to	Director of Children & Young Persons Services
Location	Medway Office with travel across North Kent and to Kings College University
Hours	Full Time (37 hours per week)
Salary	£32,700 - £35,162
Contract	Fixed term 12 months (from January 2027)

Purpose of Role

The Trainee Cognitive Behavioural Therapist (CBT) will undertake the Children and Young People's Psychological Training Programme, combining postgraduate study at King's College London with supervised clinical practice within North Kent Mind's Children and Young People's Services.

The role combines university teaching, independent study and supervised clinical practice, and the post holder will be required to successfully complete all academic, clinical and placement requirements of the Postgraduate Diploma programme.

Based within a busy Children and Young People's team and supervised by the Deputy Director of CYP services, the post holder will work as part of a multidisciplinary service supporting children, young people and families across North Kent.

Under supervision, the post holder will deliver cognitive behavioural therapy (CBT) interventions to children and young people experiencing common mental health difficulties, including anxiety disorders, depression, post-traumatic stress disorder (PTSD), obsessive compulsive disorder (OCD) and body dysmorphic disorder (BDD). They will undertake assessments, manage an appropriate training caseload and maintain accurate clinical records in line with organisational, academic and professional requirements.

The post holder will work collaboratively with families, educational settings, health professionals and partner agencies to support positive outcomes and effective care pathways for children and young people.

The role is accountable for meeting both university and placement requirements whilst contributing to service objectives and maintaining professional standards throughout the duration of the programme.

Key Responsibilities

Clinical Practice and Training

- Deliver supervised cognitive behavioural therapy (CBT) interventions to children and young people experiencing a range of common mental health difficulties from assessment to closure; this will include presentations of anxiety disorders, depression, post-traumatic stress disorder (PTSD), obsessive compulsive disorder (OCD) and body dysmorphic disorder (BDD).
- Complete all clinical practice requirements of the Recruit to Train programme, including delivery of a minimum of 200 hours of CBT practice and treatment of at least eight individual cases in line with programme requirements.
- Apply CBT theory, models and interventions appropriately under the guidance and supervision of accredited CBT supervisors.
- Develop and maintain therapeutic relationships with children, young people and families in a respectful, person-centred and culturally sensitive manner.
- Participate in the recording of clinical sessions, with appropriate consent, to support supervision, training and assessment requirements.

Assessment and Risk Management

- Undertake assessments of mental health needs, risk and suitability for CBT interventions under supervision.
- Identify, manage and escalate risk appropriately, including safeguarding concerns, in line with organisational policies and statutory guidance.
- Assess the suitability of referrals and refer or signpost individuals where alternative support is required.
- Work within established clinical governance frameworks and professional boundaries at all times

Recording and Data Management

- Maintain accurate, timely and compliant clinical records in line with organisational, contractual and academic requirements.
- Manage information in accordance with GDPR, confidentiality requirements and clinical governance standards.
- Complete outcome measures, activity reporting and associated documentation within required timescales.

Partnership Working and Communication

- Work collaboratively with children, young people, families, colleagues and partner organisations to support positive outcomes.
- Liaise effectively with health, education, social care and other professionals to promote coordinated care.

- Communicate clearly, professionally and sensitively with service users, carers, colleagues and stakeholders.
- Involve parents, carers, educational settings and wider support networks in assessment and intervention where clinically appropriate.

Service Performance and Quality

- Balance academic study requirements with clinical workload and service delivery expectations.
- Participate in service evaluation, reflective practice, outcome monitoring and continuous improvement activities.
- Contribute to service performance targets, outcomes and support the delivery of high-quality, evidence-based mental health interventions.

Professional Practice

- Engage fully in clinical supervision, case management supervision, academic learning and professional development activities.
- Reflect on practice and incorporate feedback to support ongoing development of clinical competence.
- Work in accordance with organisational policies, clinical governance requirements and professional standards.
- Demonstrate behaviours aligned with North Kent Mind's organisational values in all interactions with service users, colleagues and partners.

General Responsibilities

The post holder is required to:

- Comply with all organisational policies and procedures, including Safeguarding, GDPR, Confidentiality, Equality, Diversity and Inclusion, and Health and Safety.
- Actively promote a safe environment for service users, staff, and others, identifying and responding appropriately to safeguarding concerns involving both adults and children.
- Attend and complete all mandatory training relevant to the role, including safeguarding.
- Maintain appropriate professional boundaries and confidentiality in all aspects of the role.
- Contribute to a positive, inclusive, and professional working environment.
- Participate in supervision, appraisal, and continuous professional development.
- Deliver services in a way that is inclusive, accessible, and responsive to the diverse needs of individuals, including those with disabilities and neurodiverse conditions.
- Demonstrate behaviours aligned with North Kent Mind's organisational values in all interactions with service users, colleagues, and partners.
- Undertake any other duties reasonably required by the organisation, commensurate with the level of the role.

Additional Requirements

- The role requires regular travel to a range of community venues across North Kent, with Medway as the primary base.
- The post holder must be able to work flexibly, including some evenings and occasional weekends, in line with service needs.
- The post holder may be required to support delivery across different service locations as required.
- The post holder must meet and maintain the requirements of the associated university training programme and placement throughout the duration of the post.
- The post holder will be required to attend university teaching and mandatory training activities as part of the Recruit to Train programme.

Working Environment

The role is community-based and involves working across a range of locations throughout North Kent, including North Kent Mind premises, educational settings, community venues and partner locations, as required by service need.

The post holder will be required to travel regularly across the locality and deliver support in a variety of environments, working flexibly to meet the needs of children, young people and families.

The role combines academic study, supervised clinical practice and service delivery. The post holder will be required to balance university attendance, clinical placement responsibilities, supervision activities and independent study throughout the duration of the programme.

The role requires the ability to work independently whilst maintaining regular communication with supervisors, colleagues and partner organisations. Appropriate support, supervision and resources will be provided to enable safe and effective practice.

The post holder may be required to work occasionally outside normal office hours in line with service requirements.

Person Specification

Category	Criteria	Essential	Desirable
Education & Qualifications	Degree-level qualification in a relevant subject (for example psychology, social work, mental health		

	nursing or another related discipline) at minimum 2:1, or equivalent experience demonstrating the ability to study at postgraduate diploma level. <i>Applicants who do not meet the academic criteria but can demonstrate relevant professional experience may be considered on a case-by-case basis.</i>		
	Eligible through a BABCP-recognised core profession or the BABCP Knowledge, Skills and Attitudes (KSA) route, including any required therapeutic experience.	✓	
	Ability to undertake study at postgraduate diploma level and successfully complete all academic requirements of the training programme.	✓	
	Must meet the eligibility requirements for admission to the relevant King's College London training programme.	✓	
Knowledge & Experience	A minimum of two years' experience working with children, young people and/or families in a mental health setting.	✓	
	Experience of safeguarding children and young people, including knowledge of relevant safeguarding legislation, procedures and best practice.	✓	
	Experience of multi-agency and/or multidisciplinary working and liaising with internal and external agencies.	✓	
	Experience of working with diverse communities and delivering inclusive, person-centred support.	✓	
	Understanding of the mental health needs of children and young people.	✓	
	Foundation in, or basic knowledge of, Cognitive Behavioural Therapy (CBT).		✓
	Experience of working within a voluntary, community and social enterprise (VCSE) setting.		✓
	Knowledge of i-THRIVE, CYP Psychological Training Programme principles and relevant NHS priorities		✓

	relating to children and young people's mental health.		
Service Delivery Skills	Ability to undertake assessments and determine suitability for CBT interventions under supervision.	✓	
	Ability to identify needs, contribute to therapeutic formulations and develop intervention plans with children, young people and their families.	✓	
	Ability to deliver evidence-based therapeutic interventions under supervision and within the scope of the training programme.	✓	
	Ability to involve parents, carers, educational settings and the wider support network in assessment and intervention where clinically appropriate.	✓	
	Ability to maintain a reflective and therapeutic approach during emotive or challenging interactions with children, young people and their families.	✓	
	Ability to manage sensitive and potentially distressing clinical material appropriately.	✓	
Communication & Interpersonal Skills	Ability to communicate effectively and sensitively with children, young people and their families, including communicating therapeutic information in an accessible way.	✓	
	Ability to establish and maintain collaborative working relationships with children, young people, families and wider support networks.	✓	
	Effective verbal and written communication skills.	✓	
	Ability to work collaboratively with colleagues, stakeholders and wider professionals supporting CYP, as part of a multidisciplinary team.	✓	
Organisation & IT Skills	Ability to organise own time and diary, manage competing academic study, assessments and clinical demands whilst maintaining an appropriate client caseload.	✓	
	Ability to maintain accurate, timely and confidential clinical records.	✓	

	Competent IT and digital skills, including the ability to use electronic systems for clinical recording, communication and academic study.	✓	
Working Approach & Behaviours	Ability to use clinical and case management supervision to reflect on practice, support learning and implement feedback.	✓	
	Ability to follow organisational policies, service protocols, professional standards and clinical governance procedures.	✓	
	Ability to identify opportunities for service improvement and make appropriate proposals for change.	✓	
	Demonstrates adaptability and the ability to work effectively with diverse communities.	✓	
Flexibility & Practical Requirements	Ability to meet the travel requirements of the role across North Kent and attend university teaching as required by the programme.	✓	
	Ability to meet the academic, clinical, placement and attendance requirements of the Recruit to Train programme.	✓	
	Willingness and ability to work flexibly.	✓	
	Access to a vehicle and possession of a full UK driving licence		✓