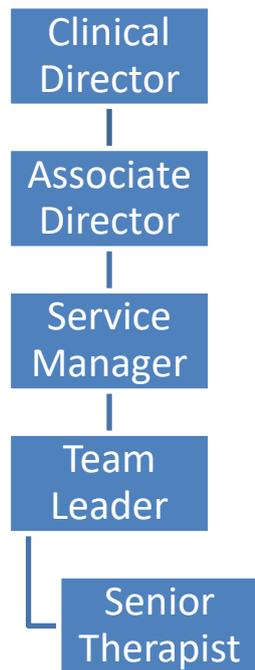


HR Use Only	
Job Ref:	Occ. Code
CHC_CNY07PS	

## JOB DESCRIPTION

<b>JOB TITLE:</b>	Senior Therapist
<b>PAY BAND:</b>	Band 8A
<b>DIRECTORATE:</b>	North Staffordshire Community
<b>TEAM/SERVICE:</b>	North Staffordshire Community CAMHS
<b>BASE:</b>	Dragon Square, Chesterton
<b>RESPONSIBLE TO:</b>	Team Leader
<b>ACCOUNTABLE TO:</b>	Service Manager
<b>RESPONSIBLE FOR:</b>	

## Organisational chart



### Job Summary:

As a Senior Therapist, with post qualification experience relevant to the service area, the post-holder is an autonomous clinical practitioner, responsible for their own actions within the context of professional and BABCP guidelines and the overall framework of service objectives and policies.

The post-holder will provide Cognitive Behavioural Therapy (CBT) and contribute to the development of CBT within the Trust including supervision, teaching and training in CBT within the Trust, in consultation with Lead Psychologists, Trust Managers and University partners.

## **Key Duties/Responsibilities**

- Drawing on the CBT model, will provide specialist CBT assessment, formulation and intervention to clients with a range of complex mental health needs, involving the clients' family/informal carers as required.
- Support the development of CBT within the service through providing direct and indirect interventions, working collaboratively with MDT colleagues to inform clinical work and care planning via CBT formulation when direct work is not viable.
- Provide advice and consultation on psychological issues to colleagues within the Trust and to other multi-agency professionals including training.
- Develop and maintain effective working relationships with multi-agency colleagues working with the client group and take a key role in ensuring that clients are appropriately referred and sign-posted to other services as their needs require.
- Provide formal and informal supervision and to trainee clinical psychologists, CBT therapists and colleagues engaging in CBT training and CBT informed work with clients.
- Work with senior Trust colleagues and University partners to increase access to CBT within the Trust. To support training initiatives which will allow colleagues to gain relevant skills and knowledge in using CBT in clinical practice.
- Utilise research skills for the ongoing audit of the service, in particular regular outcome measurement and for research, policy and service development within the area served by the Service.
- Have an active role in Clinical Governance to support their own practice and continuing professional development and to promote the maintenance and development of high quality psychological care within the Service.

## **Specialist/technical requirements**

### **KEY RESULT AREAS**

#### ***Clinical***

- To provide specialist assessments for clients with a range of complex mental health needs, based upon the appropriate use, interpretation and integration of complex data from a range of sources, including psychological tools as required and considering the broader familial, social and service context.
- To develop provisional hypotheses and shared formulations with clients and carers and from this to determine appropriate formal psychological therapies, psychosocial interventions and other strategies to manage mental health problems, referring to other appropriate services where required.
- To evaluate and make decisions about treatment options, taking into account both theoretical and therapeutic models, and highly complex and idiosyncratic factors concerning historical and developmental processes, and to communicate this information appropriately to client, family/informal carers and professional carers.
- To deliver cognitive behavioural therapy to clients and their family/informal carers using individual, family or group approaches which are informed by individual need, client choice and evidence base and which draw upon the appropriate theory and research relating to cognitive behavioural therapy.
- To continually monitor and evaluate the cognitive behavioural interventions provided to clients, employing service specific outcome measures as required, reformulating and adjusting hypotheses

and interventions as new information becomes available and liaising effectively with other professionals involved in the care of the clients.

- To provide specialist psychological advice, guidance and consultation to other professionals, contributing directly to clients' formulation and treatment plans.
- To provide specialist professional contributions to relevant multi-agency clinical meetings.
- To work effectively within key clinical processes such as care co-ordination and where appropriate to co-ordinate intervention plans for clients, taking responsibility for initiating and reviewing care co-ordination processes.
- To undertake risk assessment and risk management when working directly with clients and to provide advice to other professionals on psychological aspects of risk assessment and management, relating to the client and to others.
- To contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all clients within the Service and, where appropriate, across all settings and agencies serving the client group.
- To communicate in a sensitive and highly skilled manner, the complex information relating to assessment, formulation and therapy, including the appraisal of options for psychological intervention with clients and carers. To do this in both verbal and written format, to a diverse audience e.g. clients, carers and professional colleagues from health and other organisations.
- To maintain the highest standards of clinical record keeping, including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice, BABCP guidelines and the Service's policies and procedures.
- To maintain up-to-date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
- To manage any waiting list for psychological assessment and intervention and to negotiate issues of capacity and demand with multi-agency colleagues, in collaboration with Lead Psychologists and Service Managers.

### ***Teaching, Training and Supervision***

- To receive regular clinical supervision from an experienced and appropriately trained cognitive behavioural therapist and where required from other senior professional colleagues.
- Ongoing development of highly specialist expertise in specific psychological interventions or with specific client groups through specialist supervision and experience as outlined in an agreed professional development plan.
- To provide professional and clinical supervision to Cognitive behavioural therapists and to colleagues using CBT principles in their clinical work.
- To provide clinical supervision and consultation to colleagues from other professions working with the client group across a range of agencies and settings, particularly regarding their delivery of psychological therapies and psychosocial interventions.
- To provide highly specialist supervision and tuition to colleagues and trainees training in CBT.

### ***Management, Recruitment, Policy and Service Development***

- To collaboratively develop the provision of Cognitive Behavioural Therapy, supervision and teaching within the Service in co-ordination with Lead Psychologists and Service Managers, leading on aspects of service delivery as required.
- To contribute to the development, evaluation and monitoring of operational policies and services in areas of service provision, through the deployment of professional skills in research, service evaluation and audit.
- To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
- To be involved, as appropriate, in the short-listing and interviewing of new clinical staff, particularly where posts require skills in Cognitive Behavioural Therapy or other related therapies.
- To contribute effectively to non-statutory initiatives and service development as required using psychological expertise to empower users and community initiatives within a psychological and recovery frameworks.
- To contribute to policy and service development within local services by acting as a representative of expert CBT practice and providing input to relevant working groups, as agreed with Lead Psychologists and Service managers.

### ***Research and Service Evaluation***

- To implement service specific outcome measurement to monitor the effectiveness of direct clinical activity and to further the professional role of expert CBT practitioner.
- To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and in work with multi-agency colleagues.
- To undertake relevant clinical research and service evaluation to inform both personal clinical practice and that of colleagues and, where appropriate, to disseminate research findings to a wider audience.
- To undertake project management, including taking a lead on complex audit and service evaluation, with multi-agency colleagues to help service provision, in areas which may extend beyond the provision of CBT.

### **GENERIC CLAUSES**

- To maintain a broad understanding of the work of North Staffordshire Combined Healthcare NHS Trust as a whole, and actively contribute your ideas for the improvement of service provision.
- To ensure own actions contribute to the maintenance of a quality service provision.
- To be responsible for the self-development of skills and competencies through participation in training and development activities and to maintain up to date technical and professional knowledge relevant to the post.
- To participate in the Performance and Development Review and to undertake any identified training and development related to the post.
- To undertake statutory and mandatory training as deemed appropriate by the Trust.
- To develop and maintain effective working relationships with colleagues.
- To adhere to all Trust policies and procedures.

### **Trust Values:**

As an employee and representative of the Trust, you are required to demonstrate and uphold the Trust's Values. These are:

Proud to CARE:

## Compassionate

- Caring with compassion, it's about how we listen, what we say, what we do.

## Approachable

- Friendly, welcoming, sharing ideas and being open

## Responsible

- Taking personal and collective responsibility, being accountable for our actions

## Excellent

- Striving for the best, for high-quality safe care and continually improving

### **Health & Safety:**

All staff have a duty to ensure the health and safety of themselves and others whilst at work. Safe working practices and health and safety precautions are a legal requirement. ALL incidents/ accidents must be reported to your manager and in line with the general philosophy of the Trust, you must participate in accident prevention by reporting hazards and following relevant policies and procedures including Moving and Handling guidelines and mandatory health and safety training.

### **Infection Control:**

Infection Prevention and Control (IPC) is everybody's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and Procedures and make every effort to maintain high standards of infection prevention and control at all times. This includes good antimicrobial stewardship, hand decontamination, cleanliness and adhering to the Dress and Appearance policy. This will reduce the risk of Healthcare Associated Infections including MRSA and Clostridium Difficile in accordance with the Code of Practice on the prevention and control of infections and related guidance (2015).

### **Risk Management:**

You are required to contribute to the control of risk and use the incident reporting system to alert the Trust of incidents or near misses that may compromise the quality of services.

### **Data Security:**

To ensure that the Trust Policies and Procedures regarding data security are adhered to, and that staff are aware of their obligations under these policies.

### **Confidentiality:**

Working within the trust you may gain knowledge of confidential matters which may include manual/electronic personal and medical information about patients and staff. Such information must be considered strictly confidential and must not be discussed or disclosed. Failure to observe this confidentiality could lead to disciplinary action being taken against you.

### **Equality & Diversity:**

The Trust is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of age, disability, gender, race, religion or belief, sexual orientation, marital status, gender reassignment or pregnancy/maternity. We fully support the right of all staff to equal opportunities and are committed to the development of a diverse workforce.

### **Safeguarding:**

The Trust is committed to safeguarding and promoting the welfare of children and vulnerable adults and is signed up to Stoke-on-Trent Safeguarding Children Board Procedures, Staffordshire Safeguarding Children Board Procedures and the Staffordshire and Stoke-on-Trent Safeguarding Adults Partnership Procedures. All Trust staff must be familiar with, and adhere to, these procedures. It is the post-holder's responsibility to attend the Trust's mandatory Safeguarding Training, and to follow the relevant Trust's Policies and Practice Guidance.

**Codes of Conduct and Accountability:**

You are required to comply with Trust codes of conduct and accountability and codes of conduct which are relevant to this post.

**Raising Concerns**

If you have any concerns about a risk, malpractice or wrongdoing at work you are expected, as a Healthcare professional, to raise these concerns at the earliest opportunity, either with your line manager or lead clinician. This may be done verbally or in writing. As a result of raising a genuine concern under the Raising Concerns procedure, you will not be at risk of losing your job or suffering any detriment (such as a reprisal or victimisation) provided you are acting in good faith and the matter is not raised maliciously. Please refer to the Raising Concerns (formerly Whistleblowing) procedure for further information.

**Registration:**

Registration with a professional body imposes a duty on health care professionals to maintain the safety of the public through working within professional standards, to provide good quality care to patients and to promote professional education and conduct. It is the policy of the Trust that all health care professionals register or re-register and act in accordance with the requirements of their professional body.

**Disclosure & Barring Service (DBS)**

This post may be exempt from the Rehabilitation of Offenders Act 1974. If so, should you be offered the post it will be subject to a criminal check from the DBS before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions. North Staffordshire Combined Healthcare NHS Trust may require a Disclosure through the DBS for this post to ensure suitability for employment. Should an employee be subject to a caution, reprimand, final warning or convictions during the course of their employment then they must share this with their manager at the first possible opportunity, to assess their continued suitability for employment in the post.

**THE TRUST OPERATES A NO SMOKING POLICY**

EMPLOYEE  
SIGNATURE:

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DATE:

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## Person Specification

	Essential	Desirable	Method of assessment
<b>Qualifications</b>	<p>Professional training which supports the ability to provide high intensity clinical interventions, particularly CBT e.g. Clinical Psychology training</p> <p>Or</p> <p>Post graduate diploma in High Intensity interventions.</p> <p>Or</p> <p>Post graduate diploma in Cognitive Behavioural Therapy (or its equivalent allowing for BABCP accreditation)</p> <p>Eligibility for BABCP accreditation.</p> <p>Formal training in the supervision of psychological therapists and trainee clinical psychologists.</p>	<p>Further post-qualification training in a specialised area of psychological practice e.g. neuropsychology, CBT, CAT, DBT, solution focused therapy, analytical therapy, systemic / family work etc.</p> <p>Leadership training.</p>	<p>Application Form</p> <p>Certificates</p> <p>Personal Portfolio</p>
<b>Experience</b>	<p>Assessed experience of working as a qualified clinical psychologist or fully accredited CBT therapist at a specialist level.</p> <p>Experience of specialist psychological assessment, formulation and treatment for the clients seen in primary care settings.</p> <p>Experience of teaching, training and supervision.</p> <p>Experience of working with young people and their families, across the presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems.</p> <p>Experience of the application of clinical psychology or CBT in different contexts.</p> <p>Experience of working within a multicultural framework.</p> <p>In – depth experience of working in mental health services where multi-disciplinary working was embraced as part of service delivery</p> <p>Ability to meet agreed/specified service targets</p> <p>Proven ability to communicate clearly in difficult and complex situations.</p>	<p>Worked in a service where agreed targets are in place demonstrating clinical outcomes</p> <p>Experience of delivering service re-design</p> <p>Experience of working with clients across the full range of mental health care settings, including outpatient, community, primary care and in-patient settings.</p> <p>Experience of implementing new ways of working (NWW) principles.</p> <p>Experience of developing and implementing service policies and procedures</p> <p>Involvement in research programmes.</p>	<p>Through application form and interview</p>
<b>Knowledge and skills</b>	<p>Demonstrates an understanding of mental health service and how it links to governmental objectives</p>	<p>Knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups</p>	<p>Application form, Interview and references</p>

	<p>Demonstrates a knowledge of the issues surrounding work and the impact it can have on mental health / benefits &amp; employment systems</p> <p>Demonstrates an understanding for the need to use evidence based psychological therapies and how it relates to this post</p> <p>Skills in the use of complex methods of psychological assessment, psychological formulation, intervention and management frequently requiring sustained and intense concentration. This requires the use of highly developed analytical and judgement skills.</p> <p>Skills in individual and group work and in programme planning.</p> <p>Planning and organising skills for caseload management.</p> <p>Skills in self-management, including time-management.</p> <p>High standard of report writing for communication with professionals from NHS, Local Authority and other agencies, parents/ carers and clients.</p> <p>Well-developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information, including contentious and highly distressing information, to clients, their families, carers and other professional colleagues both within and outside the NHS.</p> <p>Good understanding of other professionals' theoretical perspective of the adult client group.</p> <p>Skills in providing consultation to other professional and non-professional groups.</p> <p>Knowledge of legislation in relation to the client group and mental health.</p> <p>Doctoral or Masters degree level knowledge of research methodology, research design and complex, multivariate data analysis as practised within the field of clinical and applied psychology.</p> <p>Evidence of continuing professional development as recommended by the BPS and BABCP.</p> <p>Capable of being individually accountable for own clinical interventions.</p> <p>Willingness to be flexible and adaptable.</p> <p>Advanced keyboard and computer skills.</p>	<p>(e.g. treatment resistant depression, OCD, PTSD, personality disorder, dual diagnoses, people with additional disabilities etc.).</p> <p>High-level knowledge of the theory and practice of at least two specialised psychological therapies.</p> <p>High-level knowledge and skills in specialist neuropsychological assessment of young people.</p> <p>High-level knowledge and skills in working with carers.</p> <p>Experience of leading and carrying out research projects and interpreting data using statistical analyses.</p> <p>Proven ability in carrying out clinical audits</p> <p>Practical Implementation of New Ways of Working</p>	
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<p><b>Personal</b></p>	<p>Excellent interpersonal and communication skills, enabling formation of networks with professionals within the Trust and from other agencies to promote effective team working with clients.</p> <p>Able to contain and work with high levels of distress from clients.</p> <p>Able to contain and work with organisational stress.</p> <p>Interpersonally calm and able to defuse difficult, volatile situations.</p> <p>Able to tolerate ambiguity and to take decisions in situations of incomplete information.</p> <p>Ability to lead and work within a team fostering good working relationships.</p> <p>Ability to exercise appropriate levels of self-care and to monitor own state, recognising when it is necessary to take active steps to maintain fitness to practice.</p> <p>Good organisational skills</p> <p>Motivated towards personal and professional development with a strong CPD record.</p> <p>An ability to interact effectively with staff from all disciplines.</p> <p>Regard for others and respect for individual rights of autonomy and confidentiality</p> <p>The ability and skills to act as an advocate for a new service, to engage and foster good professional relationships with all health professionals in promoting the good integration of this service with the wider health care system</p>	<p>Ability to promote psychological models with clients, carers and staff in an understandable and person centred way, clearly outlining goals and potential outcomes.</p>	<p>Application form, Interview and references</p>
<p><b>Other</b></p>	<p>Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours.</p> <p>Ability to identify and employ, as appropriate clinical governance mechanisms for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.</p> <p>Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.</p> <p>Able to tolerate prolonged periods of sitting.</p> <p>Ability to meet the travel requirements of the role.</p>	<p>Record of having published in either peer reviewed or academic or professional journals and / or books.</p> <p>Fluent in languages other than English</p>	<p>Application form, Interview and references</p>