

JOB DESCRIPTION

Job evaluation ref number: ST&T 1208	
Job Title: CBT Psychotherapist	
Reports to (post title): Community CAMHS Team Lead	
Evaluated Banding: 7	
Role Purpose: To provide high quality Cognitive Behavioural Psychotherapy to Children and Young People in receipt of a Community CAMHS service. To supervise and support the application of CBT provided by other team members within the Community CAMHS Team. To become involved in research and audit, contribute to service training and further development of CBT within Community CAMHS Teams.	
Role Context: To work within professional guidelines and exercise responsibilities for CBT with Community CAMHS Teams.	
Trust Values All colleagues are expected to demonstrate at interview and throughout employment that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: <p style="text-align: center;">Trust Honesty Respect Compassion Teamwork</p>	
Key Accountabilities	Performance Measures
Clinical Practice <ul style="list-style-type: none"> Contribute to the assessment of people using and referred to the team with a specific responsibility in assessing their suitability for Cognitive Behavioural Therapy. Provide specialist CBT interventions to people using the team's services, including in group and individual formats. Make recommendations based on specialist CBT understandings of presenting problems for work to be carried out with clients by the team as a whole and provide support and supervision as necessary to team colleagues to carry these out. Utilise Routine Outcome Measures (ROMs) within clinical practice. In conjunction with managers and senior clinicians, develop procedures and processes for the application of CBT within the service. Working as a member of the multi-disciplinary team. Assess and manage risk, exercising autonomous responsibility for managing own caseload. 	<ul style="list-style-type: none"> Activity Recording Record of Attendance Clinical Supervision Management Supervision Appraisal Process Audit

<p>Teaching, training and supervision</p> <ul style="list-style-type: none"> • To support placements for students in professional trainings. • To provide advice, consultation, training and clinical supervision to other members of the team for their provision of CBT based interventions. • To provide advice, consultation and training to staff working with the client group across a range of agencies and settings, where appropriate. • To receive regular clinical supervision from a suitably qualified clinician. • To deliver clinical supervision to colleagues and undertake CBT supervision training as required. • To provide senior clinical leadership within the MDT and deputise for Team Leads as required. • To maintain professional accreditation with the BABCP through appropriate CPD. <p>Research and service evaluation</p> <ul style="list-style-type: none"> • To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members. • To undertake appropriate research and provide research advice to other staff undertaking research. • Use of appropriate CBT measures to evidence efficacy. • Involvement in the development of care bundles/ pathways. <p>Health and Safety</p> <ul style="list-style-type: none"> • To work within the provisions of the Trust policies and procedures through the Trust governance process. <p>Education and Development</p> <ul style="list-style-type: none"> • To ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes. • To ensure the development and articulation of best practice in CBT within the service area and contribute across the service by exercising the skills of a reflexive practitioner, taking part in regular professional supervision. 	<ul style="list-style-type: none"> • Safe working environment maintained • Record of Attendance • Clinical Supervision • Management Supervision • Appraisal Process • Maintenance of professional registration and accreditation by BABCP.
Dimensions	
<ul style="list-style-type: none"> • The role will be within the Community CAMHS Team. Day to day operational issues will be overseen by the Community CAMHS Team Lead. 	
Safeguarding	
<p>All employees are responsible for taking all reasonable measures to ensure that the risks of harm to children and vulnerable adults are minimised. They should take all appropriate actions to address</p>	

concerns, working to agreed local policies and procedures including the guidance on Safeguarding, in partnership with other relevant agencies. This includes accessing appropriate training, advice and support.

Disclosure and Barring Services

Where this post relates to the types of work, activity, employment, or profession as set out in The Exceptions Order made under the Rehabilitation of Offender Act 1974; the post will be subject to a DBS Disclosure check at the point of recruitment and thereafter, as the Trust determines appropriate. The level of the check will be determined by the type of activities undertaken and the level of contact the post holder will have with children and/or adults in receipt of health services.

Infection Control

All employees of Nottinghamshire Healthcare NHS Foundation Trust have an individual responsibility to have knowledge of and employ the basic principles of infection prevention and control practice. All employees must comply with Infection Prevention and control mandatory training requirements specific to their role.

Equality and Diversity

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation.

Sustainability and Net Zero – Supporting Our Green Plan

The Trust places great importance on reducing its carbon footprint and maximising the positive social, economic, and environmental outcomes of Trust actions and activities on its patients and the planet. It is the responsibility of all staff to support the delivery of the Trust's Green Plan and contribute to achieving Net Zero Carbon. This will include using energy and water efficiently, reducing the consumption of materials, reducing waste, and increasing recycling, printing less, reporting faults or heating/cooling concerns promptly and minimising travel.

Data Quality Statement

All staff of Nottinghamshire Healthcare NHS Foundation Trust have a responsibility for data quality, improved data quality leads to better decision-making across the Trust. The more high-quality data, the more confidence the organisation has in decisions. Good data decreases risk and can result in consistent improvements in results. Employees within data roles have a responsibility for inputting high quality data (accurate, valid, timely, complete) and for ensuring that high quality data is maintained.

Communication

- Well-developed skills in the ability to communicate effectively, orally and in writing, highly technical, highly complex, contentious and clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.
- Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.

- To lead or support investigations using root cause analysis methods associated with the post holder's specialty (i.e. complaints, SUI's, complex clinical matters). The post holder will be required to use their clinical specialism to communicate with internal and external stakeholder/agencies as a senior clinician

Knowledge, Training and Experience

Professional knowledge acquired through degree, postgraduate Master/degree supplemented by short specialist courses, clinical supervision and further specialist training, experience

- Advanced training in CBT which meets the essential criteria to become accredited with the BABCP.
- Practitioner or Full Accreditation with the BABCP or be eligible for accreditation (in which case the successful candidate would be paid at top of band 6 until Practitioner Accreditation is in place.
- Applications from Trainee CBT Therapists will be considered if completing studies within the next 3 months.
- Experience of working as a qualified mental health professional.
- Experience of working within a CAMHS setting or relevant equivalent service, offering CBT to young people and families who experience mental health disorders.
- Experience of training and supervising other practitioners.
- Knowledge of legislation in relation to the client group and mental health.
- Evidence of continuing professional development as recommended by professional guidelines.
- I.T. skills.
- Knowledge of working competently with the needs of BME clients.

Analytical and Judgement Skills

. Judgements involving complex facts or situations, which require the analysis, interpretation and comparison of a range of options

- Working as a member of the multi-disciplinary team. Assess and manage risk, exercising autonomous responsibility for managing own caseload.
- A high degree of clinical judgment will be needed to ensure appropriate treatment provided to young people and their families.
- To ensure complex formulation and judgment are shared in an understandable way with MDT and all involved in young person's care.

Planning and Organisational Skills

- To participate as a senior clinician in the development of a high quality, responsive and accessible service including advising both service and professional management on those aspects of the service where CBT is appropriate.
- To participate as appropriate in staff recruitment.
- To plan specialist CBT programmes of care and to review, including the delivery of group interventions.
- Responsible for monitoring and evaluating service standards within your own practice and to be involved in the teams/service initiatives in monitoring outcomes.

Physical Skills

- This role often requires exposure to physically demanding tasks. High levels of driving, escorting clients and community working can be physically demanding.

- Implementing treatment packages for patients may involve physical effort, e.g. exposure work, panic provocation interventions.
- High levels of computer-based working e.g. use of Microsoft Teams.

Responsibility for Patient/Client Care

- Contribute to the assessment of people using and referred to the team with a specific responsibility in assessing their suitability for Cognitive Behavioural therapy.
- Make recommendations based on specialist CBT understandings of presenting problems for work to be carried out with clients by the team as a whole and provide support and supervision as necessary to team colleagues to carry these out.
- To provide specialist CBT advice and consultation to the system.
- To contribute to and facilitate Complex Case Formulation meetings.
- Clinical notes will be maintained to expected Governance standard.
- To hold and have responsibility for their own clinical caseload.

Responsibility for Policy/Service Development

- To maintain and promote the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional practice in accordance with professional codes of practice and Trust 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 participate as a senior clinician in the evaluation, monitoring and development of the team's operational policies, through the deployment of professional skills in research, service evaluation and audit.
- To participate in the development of service pathways/ care bundles.

Responsibility for Financial and Physical Resources

- To ensure that all equipment and resources used during treatment is safe to use by other members of staff and patients.
- To adhere to Trust guidelines regarding ordering of equipment and resources for treatment interventions (individual and group).

Responsibility for HR

- To be involved in the recruitment and selection and induction of new staff.
- To be involved in delivering training relevant to their expertise.
- Provides clinical supervision to colleagues internally and externally
- Willingness to undertake formal supervision training

Responsibility for Information Resources

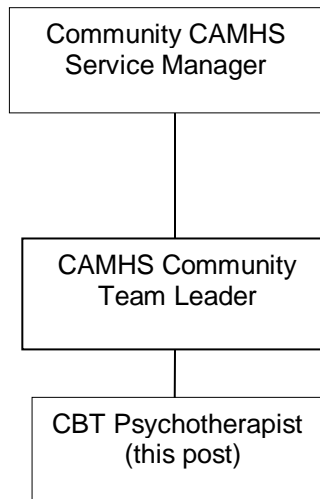
- The post holder will be expected to complete patient records in both written and electronic format to a high standard.

Responsibility for Research and Development

<ul style="list-style-type: none"> • To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members. • To undertake appropriate research and provide research advice to other staff undertaking research. • Regular clinical audits • Use of appropriate CBT measures to evidence efficacy. •
Freedom to Act
<ul style="list-style-type: none"> • To be responsible for autonomously assessing, clinical decision making, treatment selection and evaluation of treatment. • To work to agreed protocols with the ability to vary treatment without gaining the consent of any senior clinicians. • To be guided by professional standards and, codes of practice, the organisations and service guidelines. • <p>The post holder will have the freedom to act within the realms of Trust policy, procedure and codes of professional conduct. The post holder will establish the way these should be interpreted. Accountable for own professional actions and for communicating in a timely manner to relevant others matter of particular risk or concern. The post holder will act as a lead clinician and will manage their own defined specialist workload and be accountable for their own actions</p>
Physical Effort
<p>Frequent requirement for sitting in a restricted position for lengthy periods of time</p> <ul style="list-style-type: none"> • This role often requires exposure to physically demanding tasks. High levels of driving, escorting clients and community working can be physically demanding. • Implementing treatment packages for patients may involve light physical effort, e.g. exposure work, panic provocation interventions.
Mental Effort
<ul style="list-style-type: none"> • Skills in the use of complex methods of assessment and intervention frequently require sustained and intense concentration.
Emotional Effort
<ul style="list-style-type: none"> • Maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse. • Ability to identify, provide and promote appropriate means of support to carers and staff exposed to distressing situations and challenging behaviours – for eg distressed patients, managing self harm. • 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.
Working Conditions
<ul style="list-style-type: none"> • Frequent exposure to unpleasant working conditions – clients are seen in their own environment, which can include exposure to unsafe environments, i.e. risks of aggressive behaviours from clients, carers, general public, pets and unsafe properties. • Undertaking exposure work with clients may involve unpleasant environments.

- High levels of driving are also components of this post.
- Complex risk assessments are required for safe working practices.
- Travel across the county.

Organisation Chart



Our promise to you

We will ensure that you are supported and lead in line with our Trust Values: **Trust**, **Honesty**, **Respect**, **Compassion** & **Teamwork**



Nottinghamshire Healthcare NHS Foundation Trust actively works to fulfil the seven elements of the NHS People Promise.

We will adhere to the promise and support all our colleagues, assuring that we are continuously striving to listen to colleagues, adapting accordingly and striving always to be the best place to work.



Signatures	
After reviewing the document, please sign to confirm agreement	
Post holder:	Date:
Line Manager:	Date:

EMPLOYEE SPECIFICATION FOR THE POST OF CBT PSYCHOTHERAPIST

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation

Attribute	Essential	Weight	Desirable	Weight	How Identified
Values	<ul style="list-style-type: none"> All colleagues are expected to demonstrate at interview that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: Trust Honesty Respect Compassion Teamwork All colleagues are expected to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion (EDI) and how it applies to their role. The Trust's expectations are highlighted within our EDI Policy, and associated EDI and Human Rights legislation 				Interview
Physical Requirements	<ul style="list-style-type: none"> Minimal 				
Qualifications - Academic / Craft / Professional	<ul style="list-style-type: none"> Appropriate professional registered qualification e.g., RMN, Social Worker or equivalent qualification (e.g., CYP Wellbeing Practitioner or Educational Mental Health Practitioner) Membership of a registered statutory body e.g., NMC (if relevant) MSc qualification in CBT or recognised equivalent as accredited by BABCP Practitioner Accreditation or Full Accreditation with BABCP (or working towards, in which case 		<ul style="list-style-type: none"> Children and Young People's CBT qualification CBT Supervision qualification CBT Supervisor Accreditation 		Application

	applicant will be paid at top of band 6 until accreditation is in place)				
Training	<ul style="list-style-type: none"> Evidence of continuing professional development To have undertaken statutory child safeguarding training Willingness to attend CBT Supervisor Training, as required 		<ul style="list-style-type: none"> Trained in delivery of clinical supervision Further training specific to area e.g., CBT-P, EMDR 		Application/Interview

Attribute	Essential	Weight	Desirable	Weight	How Identified
Experience	<ul style="list-style-type: none"> Experience of working with young people with mental health difficulties or relevant transferable experience Experience of providing clinical supervision 		<ul style="list-style-type: none"> Experience of working within CAMHS Experience of working with young people with complex mental health difficulties Experience of working within a Multi-disciplinary Team Experience of working in community settings Experience of group work Experience of providing training to staff 		Application/Interview
Knowledge	<ul style="list-style-type: none"> Knowledge of NICE guidelines for mental health difficulties Understanding of working with young people who have a Mental Health Disorders Understanding of working within CAMHS Community Teams and the CAPA model Knowledge and experience of the provision of mental health assessment for young people Knowledge of legislation in relation to the client group and mental health 		<ul style="list-style-type: none"> Awareness of local mental health services Knowledge of CYP inpatient services 		Application/Interview

Attribute	Essential	Weight	Desirable	Weight	How Identified
Skills	<ul style="list-style-type: none"> • Skills in assessment and CBT treatment • Experience of using ROMs • Skills in developmentally appropriate client engagement • Ability to manage a defined caseload, and organise own work schedule • Ability to maintain accurate case records in line with CAMHS policies and procedures • Ability to be a clear and effective communicator with young people and their families, and clinical peers and other professionals • Ability to be autonomous practitioner, whilst being able to work as an integral part of the MDT • Demonstrate leadership skills e.g., willingness to deputise for Team Leads, chair meetings • Ability to develop and maintain good working relationships with young people and their families, and clinical peers and other professionals • Be committed to equality of opportunity and anti-discriminatory practice • Be sensitive to the needs of the identified client group, and staff group 		<ul style="list-style-type: none"> • Group work skills • Group supervision skills • Ability to develop and use complex multi-media materials for presentations • Facilitate supervision of supervision sessions 		Application/Interview

	<ul style="list-style-type: none"> • Be committed to empowering the young people that access the service, and promoting and meeting the needs of the socially excluded • IT skills • Team work skills • Reliability • Enthusiasm • Flexibility • Empathy • Compassion • Patience 				
Contractual Requirements	<ul style="list-style-type: none"> • Be able to travel across sites and in the community. Car driver, with current, full driving licence and own transport. 				Application

PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT