

PERSON SPECIFICATION

Job Title: High Intensity CBT Therapist

Department: Community Mental Health Services – NHS Talking Therapies

Date last reviewed:

CRITERIA	ESSENTIAL	DESIRABLE
KNOWLEDGE, TRAINING AND EXPERIENCE:	<p>A recorded/registered qualification in one of the following at Graduate level in nursing, social work, occupational therapy, arts therapy or within a psychological therapy or an equivalent level of training and experience under the BABCP KSA criteria.</p> <p>Post Graduate Diploma in CBT and eligibility for BABCP accreditation.</p> <p>Willingness to apply for BABCP accreditation if not currently in place.</p> <p>Demonstrable experience of working in mental health services</p> <p>Full range of skills and competencies as laid out in the competence framework for CBT (Roth & Pilling 2007)</p>	<p>BABCP Accredited</p> <p>Demonstrable experience of working in primary care</p>

AREAS OF EXPERIENCE AND KNOWLEDGE:	<p>Ability to meet agreed/specified service targets</p> <p>Worked in a service where agreed targets in place demonstrating clinical outcomes</p> <p>Ability to plan and manage own caseload and time</p> <p>Demonstrates high standards in written communication</p> <p>Able to write clear reports and letters.</p> <p>Demonstrates an understanding of anxiety and depression and how it may present in primary care</p> <p>Demonstrates understanding of issues surrounding clinical risk</p> <p>Demonstrates a knowledge of the issues surrounding work and the impact it can have on mental health</p> <p>Commitment to developing knowledge of local and wider systems and networks</p>	<p>Trained in provision of supervision in CBT</p> <p>Completed clinical audits within a service</p> <p>Knowledge of medication used in anxiety and depression and other mental health problems</p>
COMMUNICATION SKILLS	<p>Advanced communication skills</p> <p>Ability to work within a team and foster good working relationships</p> <p>Excellent verbal and written communication skills, including telephone skills</p> <p>Ability & skills to act as an advocate for a new service,</p>	<p>Fluent in languages other than English</p>

	<p>to engage and foster good relationships with all health professional in promoting the good integration of this service with the wider health care system</p> <p>Computer literate</p>	
ANALYTICAL SKILLS	<p>Ability to use clinical supervision and personal development positively and effectively</p> <p>Ability to be self-reflective, whilst working with service users in own personal and professional development & supervision</p> <p>Ability to assess clients with complex anxiety & depression related problems</p>	
DIVERSITY	<p>Regard for others and respect for individual rights of autonomy and confidentiality</p>	
PHYSICAL SKILLS	<p>Willingness to travel to locations throughout the organisation using own transportation</p> <p>Computer skills for entering clinical notes on electronic patient record,</p>	
PHYSICAL EFFORT	<p>Requirement for regular/daily to travel between office base and allocated GP surgeries where service delivered.</p> <p>Requirement to carry laptop/files between office base and surgeries in line</p>	

	with all relevant HPFT policies	
MENTAL EFFORT	<p>Ability to work under pressure</p> <p>Ability to concentrate on complex clinical work and deliver therapy most of working day</p>	
EMOTIONAL EFFORT	<p>Ability to be self reflective, whilst working with service users, in own personal and professional development and in supervision</p> <p>Ability to deal with patients with complex psychological problems</p> <p>Ability to develop good therapeutic relationships with clients, patients and carers</p>	
GENERAL	High level of enthusiasm and Motivation.	

NB: ALL INDICATORS SHOULD BE SUPPORTED BY APPROPRIATE EVIDENCE WHICH IS CLEAR AND CHECKABLE AT INTERVIEW