

**Our purpose: 'Making People Better'**

**Job details**

<b>Job title</b>	Step 3 High Intensity Therapist (HIT) Team Leader
<b>Department</b>	NHS Mental Health Services
<b>Location</b>	Leicester, Leicestershire and Rutland
<b>Reporting to (job title only)</b>	Service Manager
<b>Direct reports (job title only)</b>	HIT HIT Trainees

<b>Job purpose</b>	<p>To be part of an IAPT Service providing assessments and low intensity interventions.</p> <p>Lead, manage and supervise a team of High Intensity Therapists to deliver evidence-based services to citizens within Leicester, Leicestershire and Rutland.</p>
<b>Role and Responsibilities</b>	<ul style="list-style-type: none"> <li>• Accept referrals via agreed protocols within the VitaMinds Service</li> <li>• Adhere to clinical and referral protocols, ensuring unsuitable service users receive a warm onward referral to the most appropriate external service</li> <li>• Assess user's suitability for psychological interventions</li> <li>• Professional responsibility for the assessment and treatment of users on case loads ensuring that it is line within clinical governance</li> <li>• Formulate, implement and evaluate therapy programmes for users</li> <li>• Adhere to an agreed activity plan, in line with published standards, relating to the number of patient contacts offered and clinical sessions undertaken each week in order to manage waiting list times and that treatment times are user centred.</li> <li>• Undertake clinical supervision for HITs/HIT Trainees, including the use of performance dashboards ensuring that they adhere to an agreed activity plan in line with published standards</li> <li>• Attend Multi-Disciplinary meetings relating to referrals or users in treatment</li> <li>• Work closely with all members of the VitaMinds Team to ensure users receive appropriate step-up/down arrangements.</li> <li>• Assess and integrate issues surrounding work and employment into the overall therapy process</li> <li>• Undertake clinical audits for team and provide feedback in line with organisational process.</li> <li>• Ensure trainees receive university recommended levels of supervision and clinical skills</li> <li>• Report on performance of team as a whole</li> <li>• Ensure all areas of poor performance within team are reported to Team Managers</li> <li>• Actively participate in team and management meetings</li> <li>• Liaise with other health and social care professions from a range of agencies in the relation to care and support provided to users.</li> <li>• Complete all requirements relating to data collection and storage of same within service.</li> </ul>

	<ul style="list-style-type: none"> <li>• Keep contemporaneous records of all a clinical activity in line with organisation standards and protocols</li> <li>• Ensure all records are input directly on the IAPTUS system</li> <li>• Contribute to the teaching and training of mental health professionals and other staff working in the service.</li> <li>• Provide clinical supervision and line management to team in line with professional guidelines, ensuring all staff members have transparency on their performance against clinical and operational standards/measures.</li> <li>• Maintain standards of practice as defined by service protocols and national IAPT/Nice Guidelines</li> <li>• Keep knowledge up to date in relation to the guidelines set by the Dept. of Health</li> <li>• Be aware of and keep up to date with advances in psychological therapies</li> <li>• Keep up to date records in relation to your own CPD and ensure that own personal development maintains your specialist knowledge of latest theoretical and service delivery models</li> <li>• Participate in service improvement by highlighting issues and, in conjunction with Team leader and as approved by Clinical Governance Team, implement changes in practice.</li> <li>• Provide an advisory service related to the practice and delivery of CBT to individuals/groups and other bodies across the organisation and contract area</li> <li>• Promote and maintain links with Primary and Secondary Care Staff to deliver an effective service.</li> <li>• Any other reasonable duties as required.</li> </ul>
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**Person specification:**

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• IAPT High Worker/IAPT High Intensity Supervisor Training</li> <li>• IAPT Recognised Counselling (BABCP , IPT, EMDR or CFD accredited )</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of risk-management (e.g. suicidal users and users which self-arm)</li> <li>• Undertaking Clinical Audit, including action planning</li> <li>• Experience of supervising other High Intensity Therapists</li> </ul>	<ul style="list-style-type: none"> <li>• Use of IAPTUS system</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Collegiate working for the benefit of Service Users</li> <li>• Networking and engaging with external stakeholders</li> <li>• Good IT skills</li> </ul>	<ul style="list-style-type: none"> <li>• Supervising a team to deliver evidence-based interventions</li> </ul>

<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Evidence based CBT interventions</li> <li>• IAPT National Standards</li> <li>• Outcome measures and their use for clinical and audit purposes.</li> </ul>	<ul style="list-style-type: none"> <li>• Working with diverse user group</li> </ul>
<b>Personal competencies and qualities</b>	<ul style="list-style-type: none"> <li>• Team player</li> <li>• Challenges the status quo</li> <li>• Able to manage performance</li> <li>• Motivational</li> <li>• Model behaviours in line with organisational values</li> <li>• Patience and resilience</li> <li>• Adaptive to change</li> <li>• Commitment to improving and striving for clinical excellence and customer service</li> <li>• Good judgement and decision-making skills</li> </ul>	