Senior High Intensity Therapist

## Job details

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| Job title: | Senior High Intensity Therapist |
| Department: | Talking Therapies Primary Care Mental Health |
| Location: | West Essex/Remote |
| Reporting to:  (job title only) | Step 3 Service Manager |
| Direct reports:  (job title only) | Step 3 Clinicians  Step 3 Trainees |
| Accountable to:  (where applicable) | Clinical Lead |
| Responsible to:  (where applicable) | Clinical Lead |
| Job purpose: | Provide clinical leadership and co-ordination of the Step 3 Team, including line management, supervision and analysis of clinical work.  Support and lead on the clinical delivery of the Step 3 team with a focus on recovery, clinical development, supervision and training.  To support the senior management team with service directives. |
| Role and Responsibilities: | * Work closely with the Clinical Lead to support the clinical direction of the team. * Provide analysis and narrative on individual clinical work with a focus on appropriate assessments, treatment adherence and recovery. * To support and work with the operational managers to ensure good utilisation and other operational matters. * Support, develop and train the Step 3 Team, ensuring that all practices are in line with agreed protocols and service directives. * To work closely with the duty lead by offering duty cover support, supervision to the duty team and clinical oversight. * Support and participate in local Duty Rota * Work closely with Partnership Liaison Officers and Employment lead to ensure all pathways are relevant to service user needs. * Ensure that the Step 3 team deliver across the contract geography in line with service users’ needs. * Carry a clinical caseload providing evidence-based CBT therapies and interventions appropriate for a Talking Therapies Service * Provide Clinical Supervision to the Step 3 team, ensuring that supervision records are kept up to date. * Investigate complaints and incidents. * Collate and participate in learnings and outcomes form complaints and incidents. * Work closely with Long Term Condition Leads to ensure referral pathways are seamless and Step 3 Team have the relevant skills to support users with LTC. * Coordinate and plan recruitment and inductions with operational manager. * Undertake Audit and Feedback on clinical performance in line with Vita Health Group Standards. * Ensure all clinical records for the Step 3 Team are maintained and are in line with best practice. * Ensure Step-up/down procedures are appropriate and used for the benefit of service users. * Ensure that all Step 3 Team Members have appropriate objectives, and these are monitored quarterly and appraised annually. * Attend meetings with stakeholders in conjunction with or as directed by the Clinical Lead * Potential to train and offer line management based on service needs.   **Equality Diversity & Inclusion (EDI)**  We are proud to be an equal opportunities employer and are fully committed to EDI best practice in all we do.  Vita Health Group has several initiatives in place to achieve this including our Zero Tolerance Policy, Code of Conduct, Freedom to Speak Up Guardians, and more. We believe it is the responsibility of everyone to ensure their actions support this goal with all internal and external stakeholders.     * Be aware of the impact of your behaviour on others. * Ensure that others are treated with fairness, dignity, and respect. * Maintain and develop your knowledge about what EDI is and why it is important. * Be prepared to challenge bias, discrimination, and prejudice when possible, and raise with your manager, the EDI & Sustainability team, or the Freedom to Speak Up Guardians. * Encourage and support others to feel confident in speaking up if they have been subjected to or witnessed bias, discrimination, or prejudice. * Be prepared to speak up for others if you witness bias, discrimination, or prejudice. |
| Clinical Governance:  (where applicable) |  |
| Training and supervision: |  |
| Additional information: | * Be self-managing in terms of administration activities * Comply with all organisational policies and procedures * Flexibility to travel and work from service hubs to support staff team * Provide cover as required by Step 3 team absence/sickness * Ensure that you remain up to date with best practice and new developments within Talking Therapies and other psychological therapies * Actively participate in service improvement by highlighting issues and suggesting alternatives and improvements. Assist in implementing resulting changes * Oversight of Step 3 Trainees, including recruitment and engagement with the relevant course provider (e.g University) * Investigation customer complaints as directed by Contracts Manager and/or Clinical Lead * Some travel including occasional overnight stays may be required, so a full clean driving licence is desired. |

## Person specification

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|  | **Essential** | **Desirable** |
| **Qualifications** | * TT High Intensity Worker Cert/Dip or Post Grad Diploma in CBT * TT Supervision Training * BABCP Accreditation (or eligible for) | * HCPC Registration * EMDR Training * EMDR Supervision * TT-LTC training |
| **Experience** | * Experience in line management, senior oversight or team leadership. * Demonstrable post-qualifying experience (2 years minimum) of delivering High Intensity interventions. * Developing and providing training, creating presentations and clinical material. * Understanding of TT-LTC requirements * Experience of effective clinical leadership/oversight/project co-ordination of therapists in a Talking Therapy Service or mental health service * Experience of risk-management (e.g. suicidal users and users which self-arm) * Undertaking Clinical Audit, including action planning * Able to analyse information and write reports and present and argument. * Worked on a duty team. | * Use of patient record systems * Experience within TT-LTC services * Provided training or clinical skills * Developed and provided presentations. |
| **Skills/knowledge** | * Leading a team to deliver evidence-based interventions. * Collegiate working for the benefit of Service Users * Networking and engaging with external stakeholders * Good IT skills * Able to use word, excel, PowerPoint and Teams. |  |
| **Specialist training** | * Evidence based CBT interventions. * Outcome measures and their use for clinical and audit purposes. | * TT National Standards including TT-LTC * Completed audits * Complaints an incidents training |
| **Personal competencies and qualities** | * Passionate about team development * Passionate about helping patients achieve goals and reduce their symptoms * Able to lead high performing teams * Motivational * Model behaviours in line with organisational values * Patience and resilience * Adaptive to change * Commitment to improving and striving for clinical excellence and customer service |  |

# Version Control

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| Author: | Human Resources | Version: | V1.1 | Status: | PUBLISHED |
| Date Published: | 03/12/2019 | Code: | TBC |  |  |

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| Version: | Date: | Summary of Changes |
| V1.1 | 03.12.19 | Document copied onto authorised VHG branded Policy Template (original had no coding) |
| V1.2 | 06/08/20 | Updated to include diversity and inclusion statement |
| V1.3 | 14/02/22 | * Updated to include essential criteria *Experience in line management or team leadership* |