Trainee High Intensity Therapist

## Job details

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| Job title: | Trainee High Intensity Therapist |
| Department: | VitaMinds Talking Therapies Service  |
| Location: | West Essex |
| Reporting to: | Step 3 Team Lead |
| Job purpose: | * The successful candidate will receive high quality training in Cognitive Behavioural Therapy (CBT) with the University of Hertfordshire. The training lasts for one year, starting in September 2025. Trainees will typically attend University two days per week and be in service for the remaining three days.
* Trainees hold a reduced caseload whilst studying, providing high intensity CBT interventions recommended by NICE to clients with moderate to severe common mental health disorders.
* The post holder will work with people with different cultural backgrounds and ages, using interpreters when necessary and should be committed to equal opportunities.
* Therapy is delivered in person. The service covers a wide geographical area and so we welcome applicants willing to travel.
* VHG have a highly successful service and our staff are offered regular clinical and case management supervision to support Trainee High Intensity Therapists to achieve the best results possible for their clients.
* On successful completion of the HI course, individuals will have received the training required to fulfil BABCP's Minimum Training Standards and will be able to apply for provisional, and then full accreditation as a BABCP registered CBT therapist.
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| Role and Responsibilities: | * Implement the knowledge and skills developed on the high intensity training programme by delivering evidence-based treatment for depression and anxiety disorders within a Primary Care setting.
* Fulfil the academic requirements of the post, including attendance at teaching and completion of formative and summative assessments.
* Develop the full range of competencies as laid out in the competence framework for CBT (Roth & Pilling, 2007) and apply this learning to practice.
* Formulate, implement and evaluate therapy programmes for clients, using clinical supervision effectively to support this.
* Adhere to an agreed activity contract relating to the number of client contacts offered, and clinical sessions carried out per week in order to minimise waiting times and ensure treatment delivery remains accessible and convenient.
* Complete all requirements relating to data collection within the service.
* Keep coherent records of all clinical activity in line with service protocols.
* Work closely with other members of the team ensuring appropriate step-up and step-down arrangements are in place to maintain a stepped care approach.

**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.
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| Training and supervision: | * Ensure the maintenance of standards of practice and CPD requirements according to the employer and any regulating, professional and accrediting bodies (e.g. BPS, UKCP, BABCP), and keep up-to-date on new recommendations/guidelines set by the department of health (e.g. NHS plan, National Service Framework, National Institute for Clinical Excellence).
* Be aware of and keep up-to-date with advancements in psychological therapies.
* Attend clinical/managerial supervision on a regular basis as agreed with the Line Manager.
* Participate in individual performance reviews and annual appraisals, developing and responding to clear professional objectives as agreed with the Line Manager.
* Ensure mandatory training is maintained according to trust policies and attend relevant conferences/workshops in line with identified professional objectives.
* Keep up-to-date records in relation to CPD.
* Ensure that client confidentiality is protected at all times in line with the requirements of GDPR and the Data Protection Act.
* Be conversant and comply with VHG’s Health and Safety Policy and report as necessary any untoward incident or hazardous event utilising the organisations reporting tools.
* Be aware of and adhere to all VHG Policies and Procedures.
* To adhere to VHG’s values and behaviours.
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| Additional information: | Travel to locations across West Essex will be required and so a full clean driving licence is desired. Ability to attend University for teaching days and attend clinic locations in West Essex. |

## Person specification

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Core Professional qualification (see BABCP list of recognised core professions)
* Applicants without a recognised and accredited core mental health professional training (such as Psychological Wellbeing Practitioners or Psychotherapists and Counsellors without UKCP or BACP accreditation) areeligible to apply, but must be able to demonstrate at interview that they meet the KSA requirements set by the BABCP.
* Undergraduate degree or equivalent in a discipline connected to mental health (e.g. psychology, neuroscience). Those without an undergraduate qualification but with evidence of the ability to study at third year of undergraduate degree level will also be considered.
* Membership of the BABCP (from the time that the course commences).
 | * Evidence of foundation level or sustained CPD in CBT.
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| **Experience** | * Experience of working in mental health services, including risk management.
* Ability to meet agreed/specified service targets.
* Ability to manage own caseload and time in a climate of high-performance targets.
* Demonstrates high standards in written communication.
* Able to write clear reports and letters to referrers.
 | * Evidence of supervised CBT practice.
* Experience of working in Primary Care / IAPT services.
* Worked in a service where agreed targets are in place demonstrating clinical outcomes.
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| **Other** | * Availability to attend all university training as required, which will include up to four blocks of teaching of up to four days. Most teaching will be 2 - 3 days per week in conjunction with a minimum period of high intensity CBT clinical practice per week within service.
 | * Ability to work from home when required (minimum 5mb download speed required).
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| **Skills/knowledge** | * IT literate – intermediate level minimum.
 | * Speaks another language
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| **Specialist training** | * Demonstrates an understanding of anxiety and depression and how it may present in a Primary Care setting.
* Knowledge of psychological, social and biological models of depression and anxiety.
* Demonstrates a knowledge of the issues surrounding work and the impact it can have on mental health/ benefits and employment systems.
* Knowledge of medication used in anxiety and depression and other common mental health problems.
* Demonstrates an understanding for the need to use evidence based psychological therapies and how it relates to this post.
* Basic understanding of service contracts and performance targets and of the importance of recording activity.
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| **Personal competencies and qualities** | * Evidence of values that are consistent with the NHS constitution.
* Interpersonal skills to engage and develop working alliances with colleagues and patients.
* Evidence of an openness to learning new knowledge and skills.
* Excellent verbal and written communication skills
* High level of enthusiasm and motivation
* Ability to work under pressure
* Excellent time management skills
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# Version Control

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| Author: | Human Resources | Version: | V1.1 | Status: | PUBLISHED |
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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) |
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