Senior High Intensity Therapist

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| Job title: | Senior High Intensity Therapist |
| Department: | IAPT Primary Care Mental Health |
| Location: | Newcastle |
| Reporting to: (job title only) | Clinical Lead |
| Direct reports: (job title only) | TBC |
| Job purpose: | Provide clinical leadership and co-ordination of the Step 3 Team, including line management and supervision.  Manage the team to exceed national standards of delivery and achieve allocated clinical hours each week whilst ensuring Service Users receive the right dose of treatment and interventions to achieve sustainable recovery. |
|  | **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. We believe it is the responsibility of everyone to ensure their actions support this 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 if possible to do so and raise with your manager and EDI team * 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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| Role and Responsibilities: | * Work closely with the Capacity Manager/Data lead to ensure that there is capacity for Step 3 interventions (including but not limited to EMDR, Counselling Services, groups and 1 to 1 delivery) for service users. * Work as part of the VitaMinds management team to ensure that the delivery of service meets NICE guidelines and is in line with the IAPT handbook * Ensure that performance within the Step 3 team is managed effectively and to the benefit of Service Users. * Support, develop and train the Step 3 Team, ensuring that all practices are in line with agreed protocols. * 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 an IAPT Service * Provide Line management and clinical supervision to step 3 team, ensuring that supervision and management records are kept up to date * 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 the Step 3 Service Provision. * Recruitment of Step 3 Team members as agreed with Contract 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 * Support and participate in local Duty Rota * 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 |
| Clinical Governance: (where applicable) | N/A |
| Training and supervision: |  |

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| 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 IAPT 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 |

**Person specification**

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|  | **Essential** | **Desirable** |
| **Qualifications** | * IAPT High Intensity Worker Cert/Dip or Post Grad Diploma in CBT  * IAPT Supervision Training  * BABCP Accreditation (or eligible for) | * HCPC Registration * EMDR Training  * EMDR Supervision * IAPT-LTC training |
| **Experience** | * Demonstrable post-qualifying experience (2 years minimum) of delivering High Intensity interventions  * Understanding of IAPT-LTC requirements  * Experience of effectively managing a therapists in an IAPT 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 | * Use of patient record systems * Experience within IAPT-LTC  services |
| **Skills/knowledge** | * Leading a team to deliver evidence-based interventions | * Working with diverse user group |

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|  | * Collegiate working for the benefit of Service Users  * Networking and engaging with external stakeholders  * Good IT skills  * Evidence based CBT interventions  * IAPT National Standards including IAPT-LTC  * Outcome measures and their use for clinical and audit  purposes. |  |
| **Specialist training** |  |  |
| **Personal competencies and qualities** | * Team player  * Challenges the status quo * 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  * Good judgement and decision  making skills |  |

**Version Control**

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| Owner: | Human Resources | Review: | Annually | Classification: | 1 (Proprietary) |
| 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 |
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