Trainee Cognitive Behavioural Therapist

## Job details

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| Job title: | IAPT Trainee High Intensity Therapist |
| Department: | VitaMinds, Mental Health NHS Services |
| Location: | Remote working |
| Reporting to: | Step 3 Team Lead |
| Job purpose: | * The successful candidate will receive high quality training in Cognitive Behavioural Therapy (CBT) at University of Lincoln. The training lasts for one year, starting in March 2022. Trainees will typically attend University on 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. * 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 HIT 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. |
| 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. * Management of risk and adherence to safeguarding procedures * Complete all requirements relating to data collection within the service. * Keep coherent records of all clinical activity in line with service protocols on VHG’s systems. * 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. * Complete assessments where necessary * Hold a client caseload, attend regular case management and clinical supervision.   **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 |
| 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 * 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. |
| Additional information: | A full clean driving licence is desired. Some travel with occasional overnight stays may be required. To support the service with any other responsibilities as required. |

## Person specification

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Core Professional training or qualification, OR successful assessment of KSA portfolio (to be submitted at interview). Candidates from a Core Profession must have been practicing for over 2 years * Candidates from a PWP background must have been qualified and practising as a PWP for **at least two years at the start date of the course** (from the date on their certificate) in order to meet national expectations. * Undergraduate degree or equivalent in a discipline connected to mental health (e.g. psychology, neuroscience). | * Evidence of foundation level or sustained CPD in CBT. |
| **Experience** | * Experience of working in mental health service for over 2 years, 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. |
| **Other** | * Available to attend university as required (majority will be remote). Most teaching will be 2 days per week in conjunction with a minimum period of high intensity CBT clinical practice per week within service. * The university may require you to attend lectures in person. * Ability to work from home (minimum 5mb download speed required). | * Ability to attend away days/CPD as and when required. |
| **Skills/knowledge** | * IT literate – intermediate level minimum. |  |
| **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. |  |
| **Personal competencies and qualities** | * 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 |  |

# 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) |
| V.2 | 30/06/2021 | Updated with details of course |
| V 3 | 19/11/2021 | Updated with course details and EDI wording |