Senior Supervisor (Step 2)

# Job details

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| Job title: | Senior Supervisor Step 2 |
| Department: | NHS Talking Therapies |
| Location: | Kent & Medway NHS Talking Therapies Service |
| Reporting to: (Job title only) | Clinical Lead (Step 2) |
| Direct reports: (Job title only) | N/A |
| Job purpose | Provide clinical governance and leadership through the provision of regular and robust supervision to Step 2 Psychological Wellbeing Practitioners (PWPs) as well as supervision of supervision to other supervisors in the team. Supervision will cover clinical and supervision of supervision, underpinned by Roth and Pilling’s competency framework. To carry a small clinical caseload, delivering safe, effective and high quality care to patients. |
| Roles and Responsibilities | Provide clinical supervision to Step 2 PWPs, ensuring that supervision and management records are kept up to date.  Complete audits of supervisees clinical work, this may take the form of completing standardised session reviews and providing feedback.  To liaise with managers and universities (where necessary) about the clinical performance of supervisees to ensure that any identified training needs are communicated and relevant plans put in place.  Work as part of the local management team to ensure that the delivery of service meets NICE guidelines and is in line with the NHS Talking Therapies Manual.  Carry a clinical caseload providing evidence-based psychological therapies and interventions appropriate for a Talking Therapies  Service. |

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|  | To work closely with Clinical Leads ensuring that clinical guidance is evidenced in the working practices of supervisees clinical work.  Support supervisees’ development through assessing audio/video recordings of their clinical work and when necessary.  Ensure that supervision sessions are recorded as per guidelines on IAPTUS  Provide supervision in line with the service supervision protocol  Support and participate in the Duty function, including out of  hours cover.  Support in the training and development of the Step 2 team.  Ensure Step-up/down procedures are appropriate and used for the benefit of service users.  Attend meetings with stakeholders in conjunction with or as directed by the Clinical Lead  Attend MDT’s or other external service meetings where  required  Oversight and liaison with the training universities (PWP)  Provide support and supervision to non-clinical, client facing staff members, such as Employment Advisors/Senior Employment Advisors regarding mental health presentations. |
| EDI Responsibilities: | **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. |
| 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 2 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 |

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|  | Oversight of Step 2 Trainees 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** | Talking Therapies/IAPT Psychological Wellbeing Practitioner training accredited by BPS.  Talking Therapies/IAPT Supervision Training  BABCP or BPS PWP Registration  (or eligible for) | HCPC Registration  Any additional Talking/IAPT Therapies modality qualifications (e.g. CBT, EMDR, PCE-CfD, CCFD etc.)  Additional supervision qualifications  IAPT-LTC training |
| **Experience** | Demonstrable post-qualifying experience (2 years minimum) of delivering Low Intensity Interventions.  Understanding of IAPT-LTC requirements  Experience of effectively supervising PWPs in an IAPT/Talking Therapies 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  Experience of effectively managing therapists/PWPs in an IAPT/Talking Therapies or mental health service |
| **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  Evidence based CBT interventions  IAPT/Talking Therapies National Standards including IAPT-LTC | Working with diverse user group |

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|  | Outcome measures and their use for clinical and audit purposes. |  |
| **Specialist training** |  | Additional training in supervision (modality specific or general) |
| **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 | 11/07/22 | Document copied onto authorised VHG branded Policy Template |
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