Step 4 Psychological Therapist

## Job details

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| Job title: | Step 4 Psychological Therapist |
| Department: | Basildon and Brentwood |
| Location: | Basildon and Brentwood |
| Reporting to:  (job title only) | Service Lead |
| Accountable to:  (where applicable) | Clinical Lead |
| Job purpose: | * The Step 4 Psychological Therapist will ensure the provision of high quality, evidence-based psychological treatments to service users who’s mental health needs fall outside the remit of primary psychological therapy (IAPT) and secondary care services |
| Role and Responsibilities: | * Assessment of mental health needs including risk management * Formulation of clients current difficulties and treatment planning * Treatment of mental health difficulties using NICE approved/evidence-based psychological approaches * Delivery of individual and group-based therapies * Manage a caseload of clients autonomously * Develop and foster relationships with NHS and non-NHS health and social care services * Observe current health and safety working practices * Effectively use supervision to continually inform current practice * Keep up to date with continuous professional development (CPD) * Adhere to code of conduct and standards of proficiency as outlined by relevant professional body * Conduct clinical audit, routine outcome monitoring and reporting to inform evidence-based practice and service development changes * To support on the implementation of service delivery changes * Maintain high standards of clinical record keeping * Behave in a manner consistent with VHG’s values * Attend multi-disciplinary team meetings and represent Vita Health Group in external meetings when required   Any other reasonable request as required  **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 |
| Additional information: | Travel will be required, so a full clean driving licence is desirable  VHG have highly successful services and value our clinicians who are offered regular clinical skills and case management supervision to achieve the best results possible for our clients |

## Person specification

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Qualified Mental Health profession such as – clinical psychologist, mental health nurse, social worker, occupational therapist, CBT therapist * Registered with relevant professional body, eg,– NMC, HCPC, BABCP      * Trained in at least one applied psychological therapy approach * DBT trained * MBT trained * CBT for psychosis trained * EMDR | * ACT/Mindfulness-based interventions * Trained in Structured Clinical Management (SCM) |
| **Experience** | * Evidence of working with adults * Ability to assess, formulate and treat complex presentations,   such as emotionally unstable personality disorder, psychosis, bi-polar disorder using evidence-based psychological therapy approaches   * Experience of MDT working * Experience of working with individuals in a structured and boundaried manner * Participating in regular clinical supervision of clinical practice * Knowledge and understanding of how physical health and social determinants interact and influence mental health and behaviour * Demonstrates robust risk assessment and management processes * Demonstrates high standards in written communication * Worked in a service where agreed targets in place demonstrating clinical outcomes * Ability to manage own caseload, time and diary management | * Experience of working within secondary care services, such as recovery teams, CMHTs * Experience of using patient record systems * Experience of running therapy groups and managing difficult group dynamics * Experience of using validated psychometrics, such as the PANSS, BAV-Qr, IPDE, MCMI-IV, Zanarini |
| **Skills/knowledge** | * IT literate – intermediate level minimum – ability to use patient-recording systems * Able to demonstrate clinical outcomes and meeting agreed performance targets * Demonstrates high standards in written communication. * Able to write clear reports and letters | * Knowledge of NHS patient recording systems |
| **Personal competencies and qualities** | * Excellent verbal and written communication skills * Ability and willingness to travel in and around the Basildon and Brentwood area to conduct routine clinical practice * High level of enthusiasm and motivation * Ability to work individually or within a team and foster good working relationships * Ability to work under pressure * Excellent time management skills * Willingness to travel to locations throughout the organisation as required | * Car driver |

# 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 | 09.12.21 | EDI wording added to roles and responsibilities and taken out of person spec |