Job Description: Psychological Therapy Service Team Lead

## Job details

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| Job title: | Psychological Therapy Service Team Lead |
| Department: | NHS Mental Health Services |
| Location: | Basildon and Brentwood area |
| Reporting to: | South East Deputy Service lead |
| Direct reports: | Psychological Therapists (Psychological Therapy Service) |
| Accountable to:  (where applicable) | Deputy Service Lead  Clinical Lead |
| Responsible to:  (where applicable) | Deputy Service Lead |
| Job purpose: | * The Psychological Therapy Service’s (PTS) Team Lead will work within the PTS delivering Step 4 interventions. * The role involves both leadership responsibilities and the delivery of therapeutic interventions to an appropriately sized caseload. * The successful candidate will ensure the provision of high quality, evidence-based psychological treatments to service users whose mental health needs fall outside the remit of primary psychological therapy (IAPT) and secondary care services. |
| Role and Responsibilities: | * Maintain the operational and clinical responsibilities of the role. * Lead the day-to-day functioning of PTS to meet agreed services deliverables. * Undertake line management responsibilities the PTS workforce. * Be the primary contact for the day-to-day functioning of the service, escalating concerns to the Deputy Service Lead when necessary. * Assist the Deputy Service Lead with developing and coordinating implementation of policies for information governance. * Provide ad-hoc operational support to staff as required. * Involved in the induction and retention of staff. * Monitor and maintain waitlist to ensure KPIs are achieved. * Participate in service improvement by highlighting issues and, in conjunction with Deputy Service Lead and Clinical Governance Team, implement changes in practice. * 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. * Keep up to date with continuous professional development (CPD) as outlined in NMC code of practice. * Adhere to code of conduct and standards of proficiency as outlined by regulatory bodies. * Maintain high standards of clinical record keeping. * To work autonomously and as part of a multi-disciplinary team (MDT), including representing VHG at MDT meetings where necessary. * Actively participate in team and management meetings   **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   Any other reasonable duties as required. |
| Additional information: | Some travel including occasional overnight stays may be required, so a full clean driving licence is desired.  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, occupational therapist, CBT therapist * Registered with relevant professional body, eg,– NMC, HCPC, BABCP      * Trained in at least one applied psychological therapy approach. | * CAT trained. * DBT trained. * CBT for psychosis trained. * EMDR trained. * MBT trained. * ACT/Mindfulness-based interventions. * Undertook Managerial training programme. |
| **Experience** | * + Experience of meeting targets / working to KPIs.   + Evidence of working with adults in a mental health setting.   + 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. | * + 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.   + Experience of line management or delivering clinical supervision. |
| **Skills/knowledge** | * + IT literate – intermediate level minimum – ability to use multiple patient-record systems.   + Able to demonstrate clinical outcomes and meeting agreed performance targets.   + Demonstrates high standards in written and verbal communication.   + Ability to manage own caseload and time.   + Able to write clear reports and letters.   + Working with diverse user groups. | * + Networking and engaging with internal and external stakeholders.   + 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.   + An awareness of and commitment to supporting and facilitating diversity and inclusion.   + Willingness to travel to locations throughout the organisation as required. | * + Ability and willingness to offer one late shift per week. Service hours are Monday to Friday, 09:00-20:00.   + 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 | 06/08/20 | Updated to include diversity and inclusion statement |
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