HIGH INTENSITY CBT THERAPIST

## Job details

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| Job title: | High Intensity CBT Therapist |
| Department: | IAPT Primary Care Mental Health |
| Location: | Bristol, North Somerset & South Gloucestershire |
| Reporting to: (job title only) | Team Lead |
| Accountable to: (where applicable) | Service Lead |
| Job purpose: | Vita Health Group celebrates life. Improving lives physically and mentally drives everything we do. As part of this, you will provide high-intensity CBT interventions to clients with common mental health disorders.  |
| Role and Responsibilities: | * Provide high intensity CBT interventions to clients with moderate to severe common Mental Health Disorders, in line with NICE guidelines.
* Formulate, implement, and evaluate therapy programmes for clients, including face to face sessions and evidence-based group work programmes.
* Work with people with different cultural backgrounds and ages, using interpreters when necessary.
* 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.
* 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.
* Conduct clinical audits of service performance, including service user surveys and evaluations, and help to collate and disseminate the results for feedback.
* Keep coherent records of all clinical activity in line with service protocols.
* Maintain and protect client confidentiality at all times, in line with the Data Protection Act
* Maintain and adhere to the necessary professional registration body where applicable.
* Demonstrate an understanding and experience of delivering treatment for anxiety and depression in a Primary Care setting.
* Demonstrate the full range of competencies outlined in the competence framework for CBT.
* Maintain standards of practice according to VHG and all required governing bodies.

 * Keep up-to-date on recommendations/guidelines set by the Department of Health (e.g. NHS plan, National Service Framework, NICE, etc.) and advances in psychological therapies.
* Ensure mandatory training is maintained according to service policies
* Attend clinical/managerial supervision on a regular basis as agreed with Manager.
* Participate in individual performance reviews, including annual appraisal and respond to agreed objectives to support professional development.
* Attend relevant conferences/workshops in line with identified professional objectives.
* Keep up-to-date records of completed CPD.
* Be aware of and adhere to all VHG Policies and Procedures.
* Adhere to VHG values and behaviours.

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
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| Training and Supervision  | VHG have a highly successful service and our staff are offered regular clinical skills and case management supervision to support you to achieve the best results possible for your clients. |
| Additional information: | * VHG support conversations about flexible working. Full Time and Part Time hours are available for this role.
* Some travel including occasional overnight stays may be required, so a full clean driving licence is desired.
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## Person specification

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|  | **Essential** | **Desirable** |
| **Qualifications** |

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| * Postgraduate Diploma in CBT (IAPT Appropriate)
* BABCP accreditation or eligibility for BABCP accreditation
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 | * Qualified to deliver any of the following:
* EMDR
* Interpersonal Psychological Therapy
* IAPT Couples therapy for depression.
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| **Experience** | * Experience of working in mental health services
* Experience of working in Primary Care/IAPT
* Experience of managing own caseload and time
* Experience of meeting high performance targets

  | * Experience of providing line management to clinical staff.
* Experience of using IAPTUS
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| **Skills/knowledge** | * Able to meet agreed/specified service targets
* Demonstrates high standards of written and verbal communication
* Able to write clear reports and letters to referrers
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| **Specialist training** | * Understanding of anxiety and depression and how it may present in Primary Care setting.
* Knowledge of psychological, social and biological models of depression and anxiety.
* 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.
* 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.
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| **Personal competencies and qualities** | * Shares VHG values of Leadership, People Centred, Customer Focused, Quality and Integrity
* High level of enthusiasm and motivation.
* Ability to work individually or within a team and foster good working relationships.
* Ability to work under pressure.
* An awareness of and commitment to supporting and facilitating diversity and inclusion
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# 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) |
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