

JOB DESCRIPTION

Job title	CBT Therapist – Psycho-Social Interventions Lead
Department	Substance Misuse – City and Hackney
Reports to	Lead Clinical Psychologist
Grade	Grade 4

Job purpose	<p>To manage, implement and quality audit Turning Point community substance misuse service's Psycho Social Interventions (PSI), both individual and group-based, within City and Hackney's ADDER Criminal Justice team. The CBT Therapist will work alongside the Clinical Psychologist to provide clinical guidance and training for the teams to ensure high quality interventions are offered. To hold a small caseload and provide 1:1 CBT to service users with complex needs. To provide regular clinical supervision encouraging reflective practice and support all internal and external audits and inspections. To work in line with regulatory and professional body guidance and policy. To inspire the teams and have an inclusive and participatory management style. To contribute to psychology-related projects with the national Psychology team as agreed with Lead Clinical Psychologist.</p>
Key accountabilities	<p>Service delivery:</p> <ul style="list-style-type: none"> • To ensure the systematic provision of high quality Psycho Social Interventions, including psychological interventions. To emphasise quality of recovery Planning and review and to ensure that individual and group interventions are delivered to a high quality throughout the service. • To provide cognitive-behavioural assessments and formulations of Service Users based upon appropriate use of data from a variety of sources including psychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, other professionals, family members and others involved in the client care. • To provide cognitive-behavioural therapy to a caseload of service users with complex needs. • To work autonomously within professional guidelines and exercise responsibility for the systematic governance of psycho-social practice within the services. To ensure that systems are in place and working effectively for the clinical supervision of group facilitators within the service, feeding back to line manager identification of CPD needs across the services. • To provide an advisory service on matters related to the practice and delivery of Cognitive Behavioural Therapy and other psycho-social interventions to individuals/groups/committees within the field of Substance Misuse, across the organisation and local agencies and organisations, including, Criminal Justice, Public Health colleagues and other voluntary agencies. • To ensure that all members of the clinical team have access to a therapeutic framework through the provision of advice and consultation and the dissemination of cognitive-behavioural knowledge, research and theory.

	<ul style="list-style-type: none"> • To assess and integrate issues surrounding work and employment, housing, finances and other areas of life that impact on an individual's well-being into the overall therapy/treatment process. • To promote and maintain links with Primary Care and Secondary Care Staff to help co-ordinate the provision of an effective Psychological Therapies Service. <p>DANOS: AA2:AA3:AA4:AA5:AA6:AB1:AB2:AB3:AB8:AB9:AB10:AD1:AF3:AG1:AG2:AG3</p> <p>Service and Business Development:</p> <ul style="list-style-type: none"> • Ensuring the service and the wider organisation of Turning Point is represented in a professional manner at all times. • Proactively contributing to continuously improving services by making positive suggestions, providing constructive feedback and assisting in the implementation of agreed new ways of working. • Ensuring day-to-day delivery of service provision embeds and extends Turning • To promote Turning Point's person-centred approach. • Meeting agreed performance targets and outcomes • Supporting Operations Manager and Clinical/Counselling Psychologist in service developments as required. • Supporting organisational developments, such as information, consultation and/or review for tenders or business developments. • To adhere to and encourage other staff members to work to Service Business plans. <p>DANOS:AG3:BD3:BB1:BI1:BI2</p> <p>People Management:</p> <ul style="list-style-type: none"> • To work with the clinical psychologist and hub managers to allocate staff to group facilitation in line with their skills and competencies. • To provide clinical supervision to other members of the team in line with professional/national standards. This includes supervision of Recovery Workers, Support Workers, Peer Mentors and placement/training CBT Therapists • To link Service and organisational objectives to individual objectives through supervision and appraisals. • Allocating work to team members. • Overseeing the completion of tasks in a timely and effective manner. • Ensuring that required quality standards are met. • Encouraging a participative style and an environment of continuous improvement. • Supervising other members of the team, both clinical and non-clinical, in line with Turning Point Policy and national policy. • Coaching and mentoring team members well to undertake tasks effectively. • Liaising with the Lead Clinical Psychologist, Operations Manager and Senior Operations Manager regarding areas of concern. • Inducting new employees and liaising with Operation Managers regarding probationary period reviews. • Under guidance undertaking requirements of the performance management system liaising with the Operations Managers regarding the level of performance and competency of team members. <p>DANOS: AC2:AC3:AC4</p> <p>Health and Safety and Risk Management:</p> <ul style="list-style-type: none"> • All employees have a duty and responsibility for their own health and safety and the health of safety (H&S) of colleagues, patients and the general public. • Ensuring a safe working environment for self, and where appropriate, the team • Ensuring good standard of housekeeping is maintained with own area
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	<ul style="list-style-type: none"> • Complying with all H&S policies and procedures including Serious Untoward Incidents and Accident reporting • To undertake risk assessment and risk management for relevant individual Service Users and to provide both general and specialist advice for other staff on risk assessment and risk management. • Work proactively to safeguard children and vulnerable adults. <p>DANOS: AB3:AB4:AB5:AB8</p>
	<p>To undertake any other duties reasonably requested by the line manager</p>
	<p>Quality:</p> <ul style="list-style-type: none"> • To ensure that outcome measures for therapy are completed and collated. • To ensure that outcome measures for groups are completed and collated, supporting facilitators to do so. • Ensure the maintenance of standards of practice for Turning Point. • Participating and utilising management information and data collection systems as appropriate. • To contribute to the development of best practice and continuous service within the services. • To carry out audit, policy, service development and research activities and/or programmes. To support the Operations Manager and drive the collation of information for audits and inspections, including Turning Point's Internal Quality • Assessment Toolkit (IQAT), CQC audits and other audits/inspection as required. • Ensuring record keeping is maintained effectively to the required standard at all times and contributing to service monitoring requirements. • Supporting the clinical risk and needs assessment and the formation and implementation of management plans. <p>DANOS: AA2:AA3:AA4:AA5:AA6:AB1:AB2:AB3:AB8:AB9:AB10:AD1:AF3:AG1:AG2:AG3</p>
	<p>Compliance:</p> <ul style="list-style-type: none"> • All employees have a responsibility and a legal obligation to ensure that information processed for both patients and staff is kept accurate, confidential, secure and in line with the Data Protection Act (1998) and Security and Confidentiality Policies. • To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to Substance Misuse and Public Health. • Keep up to date all records in relation to Continued Professional Development (CPD) and ensure personal development plan maintains up to date specialist knowledge of latest theoretical and service delivery models/developments. <p>DANOS:AH1:AH2:AH4:AH5:AH6:AH7:AH8:AH9:AH10:AH11:AH12</p>
	<p>Finance:</p> <ul style="list-style-type: none"> • To provide accurate information for expenses claims, including credit card submissions if required. • To use Turning Point's financial policies and procedures, such as central procurement processes when required.
	<p>Self Development:</p> <ul style="list-style-type: none"> • Attend clinical/managerial support on a regular basis as agreed with the Operations Manager and Lead Clinical Psychologist. • Participate in individual performance review and respond to agreed objectives.

	<ul style="list-style-type: none"> • Turning Point is committed to valuing and promoting diversity in service delivery. • An expectation of all posts within Turning Point is that each individual will take responsibility for promoting open, inclusive and accessible service provision, staff development and a culture that values and respects difference. • To maintain and develop IT skills appropriate to the demands of the post. <p>DANOS: AC1:AC2</p>
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Dimensions	Direct reports	None
	Total staff overseen	None
	Internal contacts	<ul style="list-style-type: none"> • Line managed and supervised by Lead Clinical Psychologist • Operations Manager • Clinical colleagues • Team colleagues • Peer Mentors • Senior Operations Manager • TP Central Support services • Colleagues in the Public Health Business Unit • Assistant and Senior Assistant Psychologists across Turning Point • Group Leads across Turning Point Substance Misuse services
	External contacts	<ul style="list-style-type: none"> • Service Users • Carers/Friends/Family members • Partner agencies (clinical and non-clinical) in local area • Regulatory bodies • Local community members • Advocacy /Service User/ Recovery forums
	Planning Outlook	<ul style="list-style-type: none"> • Typically up to 4 months in advance. Planning caseloads and interventions. But will work within the Service Annual Plan.
	Problems solved	<ul style="list-style-type: none"> • Caseload delivery • Clinical delivery • Psycho-social options for Service Users • Meeting Service Needs and Demand • Meeting the needs of family / friends / carers • Problem solving day-to-day delivery issues
	Financial authority	<ul style="list-style-type: none"> • Access to petty cash and day-to-day purchases within the Grade 3 limits, in line with service requirements, Operations Manager authorisation and organisational Policy / Procedure.

PERSON SPECIFICATION

Job title	CBT Therapist – Psycho-Social Interventions Lead	
Personal effectiveness	Essential <ul style="list-style-type: none"> • Excellent interpersonal skills at all levels to engage, build relationships and influence. • Plain English skills – both verbal and written to bring clarity and purpose. • Ability to tailor message to the audience. • Adaptable and able to work in a challenging and changeable environment. • Building exceptional relationships with a range of internal and external stakeholders including commissioners. 	Desirable
Technical effectiveness	Essential <ul style="list-style-type: none"> • Demonstrable commitment to the Recovery Agenda. • Working knowledge and understanding of substance misuse issues and the ability to recognise the indicators of increasingly chaotic and risky misuse of substances amongst Service Users. • Understanding of the issues faced by Service Users with co-existing mental health and substance misuse challenges. • Extensive experience of facilitating group work. • Understanding and use of CBT approaches and MI • Experience in managing a caseload of Service Users with complex needs. • Proven track record in managing incidents of challenging behaviour. • Excellent understanding of issues surrounding clinical risk. • Demonstrates knowledge of the issues surrounding work and 	Desirable <ul style="list-style-type: none"> • Understanding and use of ACT and DBT approaches

	<p>other social factors and the impact it can have on mental health / benefits and employment systems.</p> <ul style="list-style-type: none"> • Knowledge of medication used in the treatment of people with drug and / or alcohol problems. • Demonstrates an understanding for the need to use evidence-based psychological therapies and how it relates to this post. • Working knowledge and understanding of current legislation. • Able to demonstrate a good knowledge and value base in a relevant service specialism. • Contribute to data entry and retrieval searches and reports to ensure that internal and external service requirements are met. 	
Acquired experience & qualifications	<ul style="list-style-type: none"> • MSc in Cognitive Behavioural Therapy (or equivalent as recognised by the British Association for Behavioural and Cognitive Psychotherapies (BABCP) • Up to date accreditation through the BABCP (or eligible for accreditation) • Experience in managing a caseload of Service Users with complex needs. • Proven track record in managing incidents of challenging behaviour. • Experience of delivery and coordination of group work programmes. • Experience in providing clinical supervision. • Ensure knowledge and Continued Professional Development are maintained. 	<ul style="list-style-type: none"> • Substance Misuse qualification. • Working within the Criminal Justice Service
Other requirements	Essential	Desirable
	<ul style="list-style-type: none"> • Able to provide high quality support and guidance to staff groups. 	

	<ul style="list-style-type: none">• Capacity to travel within the service locality and to other Turning Point's operational locations.• Contribute to Turning Point's Clinical Governance Framework.• Self-motivate, organise and prioritise own workload.	
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