



WHAT I AM ACCOUNTABLE FOR:

- Hold a small caseload of High Intensity assessments and treatments, perhaps with a specialism, for clients referred to the service.
- The post holder will have responsibility for the case management, clinical supervision and general line management for the team.
- Ensuring that the support and treatment offered by the service by the CBT/EMDR Team meet the needs of the people we support
- Providing excellent management and development of a team of therapists to enable the delivery of a high-performance culture. This will include development and dissemination of training.
- Work as part of High Intensity Leadership team and wider management team to effectively manage step CBT and EMDR waiting lists, recovery rates and access to the service.
- To liaise with external services and stakeholders, to form and manage relationships and referral pathways
- Developing and introducing innovative interventions whilst using data-led insight to improve outcomes and quality of service provision
- Complete and engage with clinical audit processes and action plans
- Contribution to Risk and Safeguarding duty rota, which may occasionally be on-call within service opening hours.
- Ensure the maintenance of standards of practice of yourself and your team according to the employer and the accrediting bodies and keep up to date on new recommendations/guidelines

WHAT'S IN IT FOR ME:

- Flexible working patterns and Hybrid option
- Career pathway and professional development
- Formal qualifications
- Pay progression
- Enhanced benefit package
- Being part of a learning organisation that shapes our vision and values to make a positive difference to people's lives

HOW I OPERATE

Values Led Leadership

- Visible and inspiring leadership style and driving performance through diversity and inclusion
- Work collaboratively with the management team to ensure that clinical best practice is achieved
- Build and maintain effective relationships, across all levels, with both internal and external stakeholders; including commissioners, regulatory bodies and local influencers – being open and listening to improve
- Championing a culture of continuous learning and self development by sharing learning, feedback, coaching and mentoring support to staff
- Building trust by authentic role modelling of ethical behaviors and people centric approach, in line with our organisational values
- Creating the conditions which enables psychological safety for colleagues

WHAT I NEED:

Skills \ Knowledge

- Qualified and BABCP accredited High Intensity CBT Therapist with NHS Talking Therapy experience. EMDR knowledge essential, qualification desirable
- Formal NHS Talking Therapy clinical supervision training and experience.
- Familiarity of both Low and High Intensity Interventions
- Experience of supporting service development. For example involvement in special interest areas and expansion in areas such as community partnerships, working with other healthcare providers, perinatal, and long-term health conditions
- Experience of working with a wide variety of client groups, and application of psychological interventions in different cultural contexts.
- Excellent and effective communication skills, both written and verbal
- Knowledge of NHS Talking Therapies compliance standard and KPIs
- Experience of managing risk and safeguarding concerns
- Experience in leading or mentoring others



PEOPLE

- Line Management, Supervision and case management for direct reports and other clinical colleagues as required
- To support effective management of all clinical placements for Trainees within the IAPT service, to ensure they achieve the relevant competencies and qualification within target time frame
- To maintain and develop skills in the area of clinical supervision and training for Trainee and qualified colleagues
- To conduct the Ongoing Performance Reviews (OPR) of direct reports. Identify training needs and co-ordinate their CPD
- To support as appropriate in colleague recruitment.
- Act as a point of contact for specialist enquiries
- Will take action to safeguard the health, safety and wellbeing of the people we support, colleagues and others
- Will maintain great relationships with partner organisations
- Role model best practice at all times

PROCESS

- Work as part of a High Intensity management team, contributing to shared decision making and distribution of tasks
- Attending management and external facing meetings
- Completing all mandatory compliance training
- To undertake any other reasonable duties as requested by line manager
- Reducing health and wellbeing inequalities
- Proactively contribute to the continuous improvement of the service
- Utilise skills for audit, policy and service development
- To exercise delegated responsibility for managing psychological resources within the service.
- To maintain the highest standard of clinical record keeping
- Effectively delegate tasks
- Ensure that client confidentiality is protected at all times.