

MY JOB: Step 2 Team Leader

... Ensuring quality and safe service delivery within professional guidelines



WHAT I AM ACCOUNTABLE FOR:

- Hold a small caseload of step 2 assessments and treatment, perhaps with a specialism, for clients referred to the service.
- The post holder will have responsibility for the case management, clinical supervision of the PWP team and general line management of therapists and trainees.
- Ensuring that the support and treatment offered by the service at Step 2 meet the needs of the people we support
- Providing excellent management and development of a team of PWPs to enable the delivery of a high-performance culture. This will include development and dissemination of training.
- Work as part of Step 2 Leadership team and wider management team to effectively manage step 2 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 BABCP 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 accredited Psychological Wellbeing Practitioner with NHS Talking Therapy experience (BABCP)
- 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 Step 2 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.