

## JOB DESCRIPTION

<b>Job title</b>	Senior Therapist
<b>Sector/Function</b>	Commercial Ventures
<b>Department</b>	Rightsteps Therapy & livelife
<b>Reports to</b>	Team Leader / Service Manager
<b>Grade</b>	3

<b>Job purpose</b>	<p>The Senior Therapist post is a combination of an experienced therapist with some line management responsibility. The post holder will be a competent, experienced and well qualified therapist and line manage a small team of therapists, both PWPs and Counsellors.</p> <p>The post holder will need to have the skills and IAPT compliant PWP qualifications to deliver low-intensity cognitive behavioural therapy (CBT) interventions based self-management with people presenting with mild to moderate anxiety and depression. It is desirable, but not essential, that the postholder has the skills, experience and qualifications to also deliver Counselling for service users also.</p> <p>The post holder will take a lead with a number of initiative and new ways of working and support the development and delivery of best practice across the team.</p>
<b>Key accountabilities</b>	<p><b>Clinical</b></p> <p>Accept referrals via agreed protocols within the service.</p> <p>Assess and supports people with a common mental health problem in the self-management of their recovery.</p> <p>Undertakes client-centred assessments which identify areas where the person wishes to see change and or recovery and makes an accurate assessment of risk to self and others.</p> <p>Make decisions on suitability of new referrals, adhering to the services referral protocols, refers unsuitable clients on to the relevant service or back to the referral agent as necessary or steps-up the person's treatment to high intensity psychological therapy.</p> <p>Provide a range of information and support for evidence based high-volume low-intensity psychological treatments. This may include guided self-help computerised CBT, or person-centred counselling. This work may be telephone or via other media.</p> <p>Attend multi-disciplinary meetings relating to referrals or clients in treatment, where appropriate.</p> <p>Complete all requirements relating to data collection within the service.</p>

	<p>Keep coherent records of all clinical activity in line with service protocols and use these records and clinical outcome data in clinical decision making.</p> <p>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.</p> <p>Assess and integrate issues surrounding work and employment into the overall therapy process.</p> <p>Operate at all times from an inclusive values base which promotes recovery and recognises and respects diversity.</p> <p>Prepare and present clinical information for all patients on their caseload to clinical case management supervisors within the service on an agreed and scheduled basis, in order to ensure safe practice and the clinical governance obligations of the worker, supervisor and service are delivered.</p> <p>Respond to and implement supervision suggestions by supervisors in clinical practice.</p> <p>Engage in and respond to personal development supervision to improve competences and clinical practice.</p>
	<p><b>Professional</b></p> <p>Ensure the maintenance of standards of practice according to the employer and any regulating body and keep up to date on new recommendations/ guidelines set by the department of health (e.g. NHS plan, National Service Framework, National Institute for Clinical Excellence).</p> <p>Ensure that client confidentiality is protected at all times.</p> <p>Be aware of, and keep up to date with advances in the spheres of treatment for common mental health problems.</p> <p>Ensure clear objectives are identified, discussed and reviewed with senior therapists on a regular basis as part of continuing professional development.</p> <p>Participate in individual performance review and respond to agreed objectives.</p> <p>Keep up to date all records in relation to Continuing Professional Development and ensure personal development plan maintains up to date specialist knowledge of latest theoretical and service delivery models/developments.</p> <p>Attend relevant conferences / workshops in line with identified professional objectives.</p>
	<p><b>General</b></p> <p>To contribute to the development of best practice within the service.</p>

	<p>To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to Mental Health and Primary Care Services.</p> <p>All employees have a duty and responsibility for their own health and safety and the health and safety of colleagues, patients and the general public.</p> <p>All employees have a responsibility and a legal obligation to ensure that information processed for both clients and staff is kept accurate, confidential, secure and in line with the Data Protection Act (1998) GDPR and Security and Confidentiality Policies.</p> <p>It is the responsibility of all staff that they do not abuse their official position for personal gain, to seek advantage of further private business or other interests in the course of their official duties.</p> <p>This Job Description does not provide an exhaustive list of duties and may be reviewed in conjunction with the post holder in light of service development.</p>
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<b>Dimensions</b>	Direct reports	Up to 6
	Total staff overseen	Up to 6
	Internal contacts	PWPs, Counsellors, Team Leader, Service Manager & Clinical Lead.
	External contacts	Referrers, employers
	Planning outlook	6 months
	Problems solved	Therapy-related issues that the client/customer wants to address/ resolve Service delivery processes, policy and procedure to enable best practice
	Financial authority	£0

## PERSON SPECIFICATION

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<b>Personal effectiveness</b>	<b>Essential</b>	<b>Desirable</b>
	<p>Demonstrates an understanding of the essential components in the delivery of person-centred counselling</p> <p>Demonstrates an understanding of the essential components and application of CBT with people experiencing mild to moderate mental health issues, notably anxiety and low mood</p>	<p>Has experience in line managing staff</p> <p>Demonstrates a knowledge of the issues surrounding work and the impact it can have on mental health</p> <p>Demonstrates an understanding for the need to use evidence based psychological therapies and how it relates to this post</p>

<b>Technical effectiveness</b>	<b>Essential</b>	<b>Desirable</b>
	<p>Qualification from IAPT compliant PWP Training Course</p> <p>A qualification in (clinical) supervision.</p>	<p>Qualification in a BACP accredited counselling course, Diploma or above</p> <p>Training in nursing, social work, occupational therapy, counselling or within a psychological therapy.</p> <p>Psychology or other health related undergraduate degree.</p> <p>Accredited by BACP</p> <p>Validated CBT qualification</p>

<b>Acquired experience &amp; qualifications</b>	<b>Essential</b>	<b>Desirable</b>
	<p>Ability to quality assure other therapists work and provide constructive and helpful feedback/guidance</p> <p>Ability to evaluate and put in place the effect of training</p> <p>Computer literate</p>	<p>Received training (either formal or through experience) and carried out risk assessments within scope of practice</p> <p>Worked in a service where agreed targets in place demonstrating clinical outcomes</p> <p>Ability to manage own caseload and time</p>

	<p>Excellent verbal and written communication skills, including telephone skills</p> <p>Able to develop good therapeutic relationships with clients</p> <p>Evidence of working with people who have experienced a mental health problem</p> <p>Demonstrates high standards in written communication</p> <p>Able to write clear reports and letters.</p>	
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Other requirements	Essential	Desirable
	<p>High level of enthusiasm and motivation.</p> <p>Advanced communication skills</p> <p>Ability to work within a team and foster good working relationships</p> <p>Ability to use clinical supervision and personal development positively and effectively</p> <p>Ability to work under pressure</p> <p>Regard for others and respect for individual rights of autonomy and confidentiality</p> <p>Ability to be self-reflective, whilst working with service users, in own personal and professional development and in supervision</p>	<p>Fluent in languages other than English</p> <p>Experience of working in/with IAPT or Talking Therapy Services</p> <p>Had experience of private practice (Counselling or CBT)</p>