

**JOB DESCRIPTION**  
**CBT Therapist**  
**Aspire**

(To be read in conjunction with Person Specification)

<b>POST:</b>	Cognitive Behavioural Therapist
<b>SALARY:</b>	AFC Band 7
<b>ACCOUNTABLE TO:</b>	Psychological Therapies Lead
<b>RESPONSIBLE FOR:</b>	Trainees, Junior staff
<b>ORGANISATIONAL EXPECTATIONS:</b>	
<p>Community Links aims to provide a high quality customer service adhering to the principles of best practice, promoting equal opportunities and working positively with diversity. Community Links is an ambitious, forward thinking organisation and you must be committed to developing and enhancing the services we provide.</p> <p>The organisation expects all its employees to carry out their duties in a professional manner with a client focus, ensuring that respect and courtesy is shown to them, colleagues, other service providers and all those in contact with the organisation.</p> <p>The post holder will embrace the core values of the organisation. These principles include:</p> <ul style="list-style-type: none"> <li>• Integrity- to always do the right thing</li> <li>• People- always treat people as an individual</li> <li>• Collaboration- achieve more together</li> <li>• Passion- always go the extra mile</li> </ul>	
<b>OUTLINE OF POST:</b>	
<p>The post holder is primarily responsible for providing assessment/therapies to clients experiencing or deemed as being 'at risk of developing' psychosis. Whilst the service offers a range of evidenced based therapies including Cognitive Behavioural Therapy for Psychosis (CBTp). There is also the opportunity to practice third wave therapies such as CAT, CFT, ACT, dialoguing with voices and EMDR.</p> <p>You will work as an integral member of the psychological therapy team and wider multi-disciplinary team, and will on occasion support care coordination, crisis management and other tasks that will support the service to provide the best possible service to clients and their families.</p> <p>In conjunction with psychologists/other psychological therapists working within the service, the post holder will contribute as appropriate to the provision of individual and group evidenced based interventions.</p> <p>The post holder will contribute to the supervision and development of other staff. The post holder will work within the policies, procedures and guidelines set out by Inspire</p>	

North and organise their work schedule and tasks within the parameters of the Job Plan agreed with the Psychological therapies lead.

**MAIN TASKS:**

1.	To provide Cognitive Behavioural therapy as an autonomous professional at highly specialist level employing methods based upon evidence. To hold and maintain relevant professional accreditation, i.e. BABCP.
2.	To develop positive, enabling and collaborative relationships with clients and carers working in ways which are sensitive to and appropriate for the needs of individuals from a wide range of racial, cultural and religious backgrounds.
3.	To undertake detailed and highly specialist psychological assessment of clients' needs. This will involve face to face contact with clients to discuss and work through highly complex, sensitive and personal information related to their mental health presentation including issues of risk.
4.	To be a member of the service team and to contribute to, participate in and adhere to the routines and policies of that service.
5.	To participate in multidisciplinary meetings, providing professional advice on individualised care planning and other clinical matters in collaboration with care coordinators and other relevant professionals, as necessary.
6.	As required, lead and chair multidisciplinary and/or psychological therapies team meetings.
7.	To prioritise workload to ensure the best use of the post holder's skills and knowledge in meeting the needs of the client group and their families.
8.	To provide highly specialist Cognitive Behavioural therapy one-to-one clinical consultations. Also, to provide psychological consultations contributing to service users' formulation, diagnosis and intervention plan.
9.	To participate in the development and implementation of relevant policies and procedures to ensure a high quality, well governed service.
10.	Exercise professional responsibility for the assessment, formulation, treatment and discharge of service users whose problems are managed by personalised care plans or statements of care.
11.	Promote service user and carer involvement in all aspects of the service.
12.	Work within all relevant health & safety legislation and ensure that the service premises remain safe and secure.
13.	To support staff consultation, training and supervision in the use of cognitive behaviour therapy techniques.

14.	To deliver in-service training workshops and seminars on relevant topics for aspire staff.
15.	To receive and participate in regular clinical supervision from an appropriately qualified clinical supervisor to ensure quality of professional practice.
16.	To manage frequent exposure to highly distressing and emotional circumstances and maintain substantial mental effort through frequent and intense levels of concentration and attention.
17.	To participate in the development and completion of service reviews, audit and research activity, including collecting and recording data, completing data analysis, report writing, and completing research proposals.
18.	To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
19.	To comply with the Professional Codes of Conduct and to be aware of changes in these.
20.	To comply with all relevant policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information and to be aware of any changes in these.
21.	To ensure that client case notes and other information systems are kept to a high standard, in accordance with organisational standards, (as appropriate to the role).
22.	To communicate and present complex information in a clear format, including using a computer, manipulating data, writing reports, and preparing/editing videotapes, for presentation to other professionals.
23.	Represent Community Links in a knowledgeable and professional manner at all times.
24.	Maintain appropriate professional boundaries at all times.
25.	Identify own training and development needs in conjunction with your line manager and participate in training opportunities as directed.
26.	Partake in Community Links' Personal Development Review system.
<p><b>Please note</b> this job description is intended to provide a guide to the general duties and responsibilities of the role the post holder is expected to adopt a flexible approach to the tasks. It should not be regarded as a contractual document. It will be reviewed regularly and may be varied at the discretion of Community Links.</p>	

**PERSON SPECIFICATION**  
**CBT Therapist**  
**Aspire**

The person specification should be read in conjunction with the job description. It is used at the short listing and interview stages to decide how suitable each candidate is to take on the role.

Community Links does not necessarily expect that each candidate will fulfil all the criteria listed in the Desirable column but any 'gaps' could form areas for development in the future.

<b>Approach</b>	<b>Essential {insert ✓ where appropriate }</b>	<b>Desirable {insert ✓ where appropriat e}</b>	<b>Identified by: A = application form I = interview E – exercise</b>
Demonstrate a commitment and enthusiasm for working with our client group.	✓		A, I
Demonstrate understanding and commitment to equal opportunities and diversity.	✓		A, I
Demonstrate a commitment to enabling and empowering clients to become actively involved in Community Links.	✓		A, I
Able to build and maintain relationships whilst maintaining appropriate professional boundaries.	✓		A,I
Demonstrate a willingness to participate in shaping the future of the organisation by taking on responsibilities and projects in addition to core workload.	✓		I
<b>Knowledge &amp; Skills</b>	<b>Essential</b>	<b>Desirable</b>	
Vocational training to at least degree level or its equivalent. Substantial post-qualification training in Cognitive Behaviour Therapy to at least Diploma level or its equivalent Eligible for BABCP accreditation. Up to date Professional Registration (to be maintained).	✓		A
Experience of facilitating both individual and group supervision.		✓	A
A good understanding of the principles of the Early intervention in Psychosis approach.	✓		I

Ability to work collaboratively with colleagues from a range of professional backgrounds and theoretical perspectives.	✓		I
Ability to understand, relate and respond positively, flexibly and imaginatively to the needs of the client group.	✓		A,I, E
Skills in the use of complex methods of assessment, intervention and management.	✓		A
The ability to communicate effectively, orally and in writing, including report writing.	✓		A,I, E
Skills in providing consultation to other professional and non-professional groups.	✓		A,I
Evidence of continuing professional developments as recommended by appropriate professional body.	✓		A
Ability to motivate, support, direct and develop staff.	✓		I
Ability to identify and employ mechanisms of clinical governance, including regular supervision, to support and maintain clinical practice.	✓		I
Good IT skills and ability to use competently a range of Microsoft Office packages (outlook, excel, word).	✓		A
Have access to a car for work purposes and hold a full current UK driving licence.	✓		A
Knowledge of legislation in relation to the client group and mental health.		✓	A
Language skills e.g. Urdu, Polish, BSL, etc.		✓	A
<b>Experience</b>	<b>Essential</b>	<b>Desirable</b>	
Substantial experience of delivering CBT within a service as a qualified CBT therapist.	✓		A
Experience of exercising full clinical responsibility for clients' psychological care and treatment, both as a professional qualified therapist and also within the context of a multi-disciplinary care plan.	✓		A,I
Experience of teaching, training and/or professional and clinical supervision.		✓	A,I

Experience of working with young people and clients with mental health needs.	✓		A
Experience evaluating clinical practice, and participating in research and clinical audits.		✓	A