



## **OVERVIEW**

**Job Title: IAPT Clinical Lead**

Pay: NHS Band 8b

### **BASIC QUALIFICATIONS:**

Hours: 37.5 hours per week

Holidays: 35 days per annum, including public holidays

Responsible to: CEO of Mind in Bexley and East Kent

Accountable to: Board of Mind in Bexley

Location: Mind in Bexley office at 2a Devonshire Rd, Bexleyheath DA6 8DS

CONTRACT LENGTH: Full or part time hours considered – Permanent post

Please note that this position will be subject to satisfactory references and will be subject to an Enhanced DBS check.

## **About Mind in Bexley**

We believe no one should have to face a mental health problem alone. We work to reduce the stigma associated with mental health, support people in their recovery and champion better services for all. We believe that with the right support and resources everybody can create a life that feels meaningful irrespective of the presence of symptoms. Mind in Bexley is a local Mind mental health charity offering an extensive range of support, advice, and information to communities in Bexley and East Kent. The purpose and objects of the charity is 'to promote the preservation and the safeguarding of mental health and the relief of persons suffering from mental disorder'. We promote well-being and work to reduce poor mental health and the stigma associated with it. We support people in their recovery and champion better services for everyone. We seek to meet these purposes by undertaking a wide range of therapeutic and non-clinical mental health activities within Bexley and East Kent, including direct therapeutic support of individuals, advice, advocacy, recovery and employment services, and campaigning to reduce the stigma of mental health and to raise awareness of mental health issues. Mind in Bexley are contracted by the Bexley Clinical Commissioning Group to provide the NHS funded IAPT Service for Bexley.



## **Job Description**

### **Job Summary**

This is an exciting opportunity for an IAPT Clinical Lead to work within the IAPT part of our service. The post holder will have responsibility to ensure a high quality, comprehensive psychological service across all clinical areas within Mind in Bexley working with senior managerial, professional colleagues and commissioners to develop a long-term strategic plan for systematic service improvement and development.

The post-holder will provide clinical leadership and will be responsible for the clinical governance of the IAPT service. This will require the successful candidate to work very closely with our IAPT Service Lead, together providing integrated leadership to the IAPT service. You will need to work effectively as a clinical leader within a primary care multidisciplinary setting. You will need to hold self and colleagues to account to ensure the IAPT service delivers safe, effective and timely clinical care in line with the IAPT manual, while also meeting its agreed performance targets.

We are looking for an experienced clinician who has had substantial experience of working and providing leadership within IAPT services. You will need to be qualified either as a Counselling or Clinical Psychologist or as a CBT Therapist, and to hold current accreditation with BABCP, and ensures that IAPT services operate in accordance to NICE guidelines.

You will provide expert clinical and professional leadership, within the IAPT to all psychological therapists within the organisation including supervision as required.

You are required to work autonomously within professional guidelines and exercise responsibility for the systematic governance of psychological practice within the organisation. In addition, to utilize research skills for audit, policy and service development and to propose and implement policy/clinical changes within the area served by the team/service.

### **Key Responsibilities**

To advise on the local and national clinical issues for the running and development of the Psychological services Pathway (and wider) service in Mind in Bexley

- To provide expert professional and clinical advice and supervision to ensure effective and appropriate provision of psychological care by all members of the service, including East Kent.
- To provide expert line management, clinical advice and assistance to the Service Lead, Team Manager(s) and management group(s) to ensure the service meets the clinical requirements of being a high quality and high performing service.
- To keep an expert overview of all aspects of the service (including partner agencies and

services) to advise and assist the service and commissioners on strategic options and recommendations and meeting core targets (such as improving access or outcomes).

- To conduct a deep dive and regular review of the IAPT service and to facilitate any restructure as required in order to best meet agreed Key Performance Indicators
- To lead & develop the service to fit in with the whole pathway model of psychological service delivery to ensure that therapies provided within Mind in Bexley are evidence based and delivered in accordance with NICE guidelines and best practice.
- To collaborate with the transformation agenda lead in establishing and integrating the transformation agenda into the service and to contribute to the support and specialist psychological advice on managing complex problems– such as management of risk, responding to abuse, severe and enduring mental health problems and challenging behaviour – to all staff within the service
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- To utilise theory, evidence-based literature and research to support evidence-based practice in individual work, work with other team members and across the service.
- To carry a clinical caseload as required and to provide skilled assessment, treatment, supervision and consultation (equivalent to Consultant competency or higher) as part of the therapies provision within your area of expertise
- To provide expertise and specialist advice, guidance and consultation to other professionals and to contribute directly to the assessment and treatment of clients across both IAPT and the Transformation Hub.
- To be professionally responsible for the therapy staff within all MIB services .
- To continue to develop expertise in the area of professional pre and post-graduate training and clinical supervision.
- To manage, collaborate and support the Service lead, , Team leads and Organisational leads in IAPT.
- To maintain accreditation with BABCP or equivalent professional organisation
- To collaborate with the CEO in developing new treatment pathways for the 16 year plus age group
- To support and develop the newly formed Suicide and Bereavement project and to manage the supervision of the counsellors.
- To maintain an overview and wider perspective of new and innovative evidence-based psychological approaches which the MIB service might want to develop.
- To maintain an overview of newly emerging roles which support the development of a sustainable clinical workforce in keeping with the MIB service model.
- To have responsibility for leading on routine outcome measures across all clinical pathways.
- As the clinical lead for IAPT, to consult, contribute to multi-agency meetings and senior input into complex case reviews.

### **Training, Development and Supervision**

- To be responsible for ensuring the recruitment, registration and appropriate qualification, of all clinical and supervisory staff to meet required standards.
- To provide clinical input and leadership to the development and implementation of a fit for purpose and sustainable MIB workforce strategy working in partnership with operational leads
- To work jointly with the manager(s) in ensuring that all clinical staff understands and adhere to MIB policies and local procedures.
- To ensure effective partnership and liaison with other clinical and non-clinical disciplines and with relevant partner agencies at both a strategic and operational level within the service.



- To provide and ensure that all staff within MIB services providing therapeutic services receive appropriate training and have appropriate supervision arrangements in place
- To liaise and work collaboratively with the Oxleas and other local services as required.
- To ensure the development, maintenance and dissemination of the highest clinical standards of practice, through the post holder actively participating in internal and external CPD training and development programmes as required.
- To ensure that all psychological therapists within the service maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.

### **Organisational/Service Responsibilities**

- To provide a senior psychological contribution to the senior management team in MIB
- To be up to date on innovative service models and consider how they might enhance services in MIB.
- To join planning and review meetings with commissioners and senior colleagues in other agencies as required.
- To exercise responsibility for the systematic governance of psychological practice within the Psychological Therapies Pathways for IAPT and Step 3 plus
- To work with manager/s in the management of psychological services budgets and resources to ensure provision of high-quality psychological therapy services.
- To provide Line management and Professional advice and support to Psychological Therapists / the Deputy Clinical Lead/Service Lead working in IAPT and to ensure that appropriate clinical supervision is provided for the modalities of practice.
- To advise the Senior Management on matters related to Psychological services for adults and to assist with service developments in areas related to the delivery of psychological services in the borough.
- To participate in MIB activities (such as service development or clinical governance) as required and appropriate.
- To take the lead role in the recruitment of clinical staff in this service in line with MIB policy, ensuring that these staff meet the required standards of qualification, practice and registration as determined by the BABCP, HCPC and other relevant professional bodies.
- To exercise line management responsibility for delegated psychological therapists within the services.
- To be responsible for ensuring MIB clinical and professional governance standards are met within the service, and that these are maintained and improved through audit
- To contribute to the development and articulation of best practice in psychological therapy across MIB.
- To provide training, supervision and development to the professional leads as required
- To be a member of the MIB Management Group, SEL and local management groups.
- To contribute to the delivery of the MIB performance targets and performance requirements as required for IAPT and step 3 plus
- To build and/or maintain close partnerships with the voluntary and community sector with the aim of building their capability and capacity to identify and respond to the mental health and wellbeing needs of adults. This may include consultation.
- To maintain strong partnership and integrated working arrangements with MIB and Adult Mental Health Services as well as the wider stakeholders including the voluntary and community sector.

### **Personal Development & Training**



- To develop & maintain clinical skills and competence to practice and for registration requirements through appropriate clinical training, supervision and education.
- To maintain and develop managerial skills and competence through appropriate training, supervision and education.

### **Other**

- To assist the CEO with developing, retaining and gaining new contracts and funding.
- To ensure that record keeping, and IAPT administration is of the highest quality.
- To work within MIB policies and procedures

This is not an exhaustive list of duties and responsibilities, and the post-holder may be required to undertake other duties which fall within the grade of the job, in discussion with the CEO.

### **Confidentiality**

The Post holder must maintain the confidentiality of information about patients, staff and other health service business in accordance with MIND in Bexley Policy.

### **Risk Management**

The Post holder will ensure compliance with our risk management policies and procedures. These describe our commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm and stress and that all staff have a responsibility to minimise risk.

### **Infection Control**

All staff are required to be familiar with our infection control policies, and national guidance in relation to infection control. All staff whose normal duties are directly or indirectly concerned with patient care must ensure that they complete mandatory infection control training and are compliant with all measures known to be effective in reducing Healthcare Associated Infections.

### **Equality, Diversity and Human Rights**

The Post holder will treat all colleagues, service users, carers and members of the public with respect and dignity regardless of their gender, age, race, religious beliefs, religion, nationality, ethnic origin, social background, sexual orientation, marital status, disability, HIV/Aids status, criminal background and Trade Union status. The charity has a Policy for Equality and it is the responsibility of all staff to ensure that this is implemented.

### **Health & Safety**

All staff must be aware of the responsibility placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients and visitors.

### **Professional and NHS Codes of Conduct**

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members).

### **Safeguarding**

It is the responsibility of all staff to safeguard and protect children and adults at risk at all times and staff must report any concerns as per Safeguarding Children and Safeguarding Adults



policies, which are available on our intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.

### **Financial Management and Control of Resources**

All staff are responsible for the security and the property of the charity, avoiding loss or damage and being economical and efficient in the use of resources. Staffs are required to act in accordance with the rules and regulations as described in the our Policy relating to the Financial Manual.

### **Customer Care**

It is the aim to provide clients with the best possible care. All staff are required to put the client's first and do their utmost to meet requests and needs courteously and efficiently.

### **Personal/Professional Development Planning/Mandatory Training**

All staff should have a personal development plan and in conjunction with their manager, should actively determine and pursue agreed training and development needs and opportunities. All staff are required to attend mandatory training as designated by the charity

**PERSON SPECIFICATION**

	<p style="text-align: center;"><b>ESSENTIAL</b></p> <p style="text-align: center;"><b>The qualities without which a post holder could not be appointed</b></p>	<p style="text-align: center;"><b>DESIRABLE</b></p> <p style="text-align: center;"><b>Extra qualities which can be used to choose between candidates who meet all the essential criteria</b></p>
<p><b>Qualifications</b></p>	<ul style="list-style-type: none"> <li>• Doctoral level training in Clinical or Counselling Psychology plus further post graduate level diploma qualification training in a psychological therapy which may be CBT or another IAPT appropriate evidence-based therapy (i.e. IPT) and/or Qualification from High Intensity IAPT Course or equivalent of BABCP accredited Post Graduate CBT training course.</li> <li>• Accredited as a cognitive behavioural psychotherapist by the British Association of Cognitive &amp; Behavioural Psychotherapies (BABCP) or nearing completion of accreditation process.</li> <li>• Minimum four years post qualification and significant experience working as a fully qualified psychological therapy practitioner and demonstrating the competences as required.</li> <li>• Significant experience of working within primary care psychology and/ or IAPT service</li> <li>• Formal training in supervision and experience of training and supervising qualified and pre -qualification psychologists, and/or high intensity and low intensity CBT therapists.</li> <li>• Experience of exercising full</li> </ul>	<ul style="list-style-type: none"> <li>• Managerial qualification</li> <li>• Experience of teaching prequalification psychological therapists and other NHS staff.</li> <li>• Knowledge of key service development issues including mental health and primary care mental health/ IAPT</li> <li>• EMDR and top up LTC training</li> <li>•</li> </ul>

	<p>clinical responsibility for patients' psychological care and treatment, both as a clinician, supervisor and team coordinator.</p> <ul style="list-style-type: none"> <li>•</li> </ul>	
<p><b>Experience and Knowledge</b></p>	<ul style="list-style-type: none"> <li>• Experience of work in a multi-cultural setting, including working with interpreters.</li> <li>• Managerial experience and experience in leading a team of therapists and counsellors</li> <li>• Evidence of continuing professional development.</li> <li>• Able to lead a team and make decisions and judgements about the best possible way forward in a complex work environment where the evidence base is evolving.</li> <li>• Extensive experience of providing CBT to clients with a wide range of mental health problems across the whole life course and presenting with the full range of clinical severity in primary care, including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.</li> <li>• Computer literate, able to use Word and Excel, ability to use of IAPTus</li> <li>• Demonstrates high standards in written and verbal communication</li> <li>• Proven ability of analysis of information from data bases</li> <li>• Ability to develop and use a Risk Strategy</li> <li>• Able to develop good professional relationships with staff, clients, working partners and the general</li> </ul>	<ul style="list-style-type: none"> <li>• Skills for facilitating communication in interventions with families and staff teams.</li> <li>• • Understanding and practical implementation of New Ways of Working</li> <li>• • Worked in a service where agreed targets in place demonstrating clinical outcomes.</li> <li>• • Contributed to the developing IAPT programme.</li> <li>• • Managed a service budget.</li> <li>• • Experience of leading a research project.</li> <li>• Ability to provide a culturally-competent and non-stigmatising service including an awareness of the potential impact of discrimination and disadvantage on mental health.</li> <li>•</li> </ul>

	<p>public.</p> <ul style="list-style-type: none"> <li>• Able to demonstrate workforce planning in a clinical service.</li> <li>• Highly-developed skills in the effective communication of highly technical and/or clinically sensitive information to a wide variety of recipients in a range of settings within and outside the NHS, including the ability to produce comprehensive and coherent letters, reports and associated documentation.</li> <li>• Highly-developed skills in the use of complex methods of psychological assessment, intervention and management, including the use of theoretical models to analyse information and to develop formulations upon which to base choice of treatment.</li> <li>• Post graduate-level knowledge of research design and methodology, including complex, multivariate data analysis as practised within the field of clinical psychology.</li> <li>• Skills for undertaking audit and monitoring of service activity and outcomes.</li> <li>• Experience of designing, providing and supervising group CBT interventions.</li> <li>•</li> </ul>	
<p><b>Organisation and Communication Skills</b></p>	<ul style="list-style-type: none"> <li>• Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.</li> <li>• Ability to take lead for speciality, interpreting and imparting specialist knowledge and policies to others.</li> <li>• Ability to identify and</li> </ul>	<ul style="list-style-type: none"> <li>• The ability and skills to act as an advocate for a new service, to engage and foster good professional relationships with all health professionals in promoting the good integration of this service within the wider health care system.</li> <li>• High level of enthusiasm and motivation.</li> </ul>

	<p>employ, as appropriate, clinical governance mechanisms for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging behaviours.</p> <ul style="list-style-type: none"> <li>• Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours.</li> <li>• Ability to contain and work with organisational stress and able to hold the stress of others</li> <li>• Ability to demonstrate leadership and management skills.</li> <li>• Demonstrably respectful approach to patients, carers, colleagues, other professionals and professional contacts. Willingness to negotiate and ability to handle confrontation effectively and professionally.</li> <li>• Ability to produce high quality professional results to specified deadlines and other time constraints.</li> <li>• Demonstrates a knowledge of the issues surrounding work and the impact it can have on mental health/benefits and employment systems and social inclusion more generally.</li> <li>• In-depth experience of working in mental health services where multidisciplinary working was embraced as part of service delivery.</li> </ul>	<p>A full commitment to equality of opportunity with practical ideas for its implementation within the scope of the post</p> <p>High levels of initiative and a proactive, constructive approach to challenges and opportunities.</p>
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To apply please send us your CV with covering letter to [recruit@mindinbexley.org.uk](mailto:recruit@mindinbexley.org.uk)

We regret that we are unable to advise candidates if they have not been shortlisted. If you have not heard from us within two weeks of the closing date please assume that you have been unsuccessful on this occasion.

