

WORK PROFILE

Assignment: Clinical Supervisor

Point of contact for assignment arrangements: Deputy Director of Psychological Therapies and Wellbeing Services

Rate: £75/hour for clinical supervision and clinical meetings, and £13/hour for mandatory training

Hours: 4 hours per fortnight (with potential for further work)

Contract type: Self-employed (Contract for Services)

Location: Hybrid

About Mind in the City, Hackney and Waltham Forest:

We are a multi-disciplinary provider of specialist mental health services and a part of the Mind Federation.

We promote both recovery from ill health for people with recurrent and enduring mental health difficulties and early intervention for those at risk of developing mental health issues, or who struggle with common mental health conditions.

We currently support around 5,000 people a year through a variety of services focusing on psychological, social, economic and workplace wellbeing, and support minoritised communities.

Our values are:

Connected: Creating a compassionate and supportive community.

Fair: We strive for equity- no-one's needs should go unmet.

Brave: We walk with people, offering help by doing what works - proven or new.

Working with Mind CHWF means you'll be part of a dedicated, passionate, and professional workforce who cares about the work they do and make a real difference to the lives of the people in the City of London, Hackney and Waltham Forest.

We are committed to actively becoming anti-racist in everything we do. This is a critical priority for Mind CHWF. We embrace diversity and understand that being an inclusive organisation that recognises different perspectives, will enable us to provide excellent services.

Those with lived experience of Mental Health are encouraged to apply.

DBS clearance for at Standard level without Barring is required for this role.

About the Psychological Therapies & Wellbeing Services Department

Mind CHWF's Psychological Therapies & Wellbeing department has been BACP accredited since 2016 and we specialise in:

- trauma-informed and compassion-focused practice
- lived experience leadership and representation
- 'third wave' cognitive behavioural/evidence-based therapies (group and one to one models based on Acceptance and Commitment Therapy, mindfulness-based therapies, Compassion-focused therapy, and Dialectical Behaviour Therapy)
- a Practitioner Training Programme for our evidence-based model, 'Radical Self-Care (RadSec)', currently undergoing accreditation with BAMBA (British Association for Mindfulness Based Approaches)
- clinical research with our academic and NHS partners (City, University of London and NELFT)
- psychological therapies for:
 - common mental health problems such as anxiety and depression via our Talking Therapies Service for Anxiety and Depression (formerly IAPT - Improving Access to Psychological Therapies). Our Step 2 provision uses 'third wave' group modalities, particularly Acceptance and Commitment Therapy (ACT). Our Step 3 focuses on Person-Centred Existential Counselling for Depression (PCE-CfD).
 - African Caribbean heritage communities (in partnership with our IRIE Mind project),
 - LGBTQ+ communities (in partnership with our Rainbow Mind project)
 - complex developmental trauma and enduring mental health conditions (City and Hackney Wellbeing Network)
 - people who have lost someone to suicide (Grief in Pieces project)
 - alcohol and substance misuse (City and Hackney Recovery Service)

All staff, trainees and volunteers have opportunities to participate in a wide range of in-house and external trainings through our networks. Practitioners in specialist services are offered relevant evidence-based training (IAPT Step 2 practitioners receive training in group protocol using Acceptance and Commitment Therapy, and our Recovery Service workers receive intensive training and supervision in our group models: Radical Self Care, Acceptance and Commitment Therapy and Managing Anger & Difficult Emotions).

At Mind CHWF, we offer significant personal and professional development opportunities, encourage innovation and initiative from our committed and talented practitioners, and offer skill-building and experience of working across multiple projects and modalities in an award-winning mental health organisation.

Purpose of the post:

We are seeking BABCP accredited CBT therapist services. Significant experience of delivering CBT in mental health settings (and knowledge/experience of ACT and/or other third wave CBT modalities) as well as significant clinical supervision experience is required.

The contractor assignment involves providing clinical supervision to a multi-disciplinary team of practitioners that deliver Step 2 interventions across our service's unique specialism pathways which include working with the African Caribbean Heritage and LGBTQ+ communities.

Clinical supervision will have an emphasis on supporting Step 2 practitioners in their delivery of ACT-based interventions in group and one to one format. Training and consultation around our ACT model will be provided. Experience and knowledge of LGBTQ+ communities and mental health is welcomed/desirable.

The contractor will be part of the service management team and will work collaboratively with senior managers in terms of developing and monitoring the delivery and effectiveness of interventions appropriate to the needs of clients accessing our service via both group and individual therapy, across specialisms. The contractor will work collaboratively in multi-disciplinary team and with stakeholders, and continuously review the strategy for the delivery of a range of services, particularly psychological, for mental health problems to a stepped care compliant model.

Mind in the City, Hackney and Waltham Forest has a long-standing and well-established engagement with local and diverse communities and is committed to offer support and respect to anyone facing a mental health problem. The organisation offers opportunities for learning and development and supports a collaborative and creative working environment. Mind's Talking Therapies for Anxiety and Depression service aims to offer evidence-based psychological therapy and to complement Mind's commitment to its clients. This is an opportunity for a motivated mental health contractor who wishes to be part of an innovative and diverse Taking Therapies for Anxiety and Depression service and contribute to its growth and development.

Tasks:

1. To provide group supervision (and individual where appropriate) to practitioners at Mind in the City, Hackney and Waltham Forest.
2. To be line managed by Clinical Director/ Deputy Director of Psychological Therapies and Wellbeing Services
3. To have a commitment to on-going consultation / supervision of supervision practice
4. To adhere to BABCP/ BACP Ethical Framework
5. To abide by all Mind in CHWF policies and procedures
6. To maintain clinical records of supervision and communicate via email/verbally with Deputy Director of Psychological Therapies/Clinical Director and practitioners.
7. To contribute to practitioner's appraisals which includes writing an annual supervisor's report.
8. To support CPD activities within the organisation.
9. To attend planning meetings, reviews, practitioner interviews as appropriate.

General:

10. To promote Mind in the City, Hackney and Waltham Forest's values and service philosophy and uphold equal opportunities and agreed policies and procedures.
11. To support maximisation of outcomes for projects and programmes, and effective embedding of learning.
12. To promote learning and development and attend appropriate internal, external training courses, supervision and staff away days.
13. To develop team cohesion, team working and a positive "can-do" culture which encourages creativity, learning and high performance.

14. To keep abreast of internal and external developments and respond accordingly.
15. To adhere to relevant legal and statutory requirements including the Data Protection Act (always ensuring an appropriate level of confidentiality), Health and Safety at Work Act (always ensuring H&S of own and others) and any other relevant/charity law.

Selection specification

The remaining sections outlines what criteria will be used to appoint the suitable contractor and applies to any substitute or delegate offered by the Contractor.

Criteria marked (E) are essential, (D) are desirable and (I) are criteria to be assessed at an selection interview.

Experience, Knowledge, Skills, Abilities - Values and Motivations:

Connected: Creating a compassionate and supportive community.

- Experience of delivering clinical supervision in a mental health setting, and working in reference to NICE guidance (E) (I)
- CBT, Integrative psychotherapy or counselling qualification (E) (I)
- Possess qualification in clinical supervision (E) (I)
- Minimum 5 years post qualification status as a counsellor/psychotherapist (E) (I)
- Recognised accreditation with UKCP/BACP/HPC (E) (I)
- Minimum 2 years' experience supervising groups and individual counsellors/psychotherapists from a range of training backgrounds (E) (I)
- Ability to coordinate a blended team across three service pathways ensuring excellent organisation, communication and interpersonal skills (E) (I)

Fair: We strive for equity - no-one's needs should go unmet.

- Successful clinical experience working with clients with a range of difficulties, including complex mental health issues and culturally specific mental health issues. (E)
- Clinical experience in providing both individual and group therapy (E)
- Ability to promote the concepts of social inclusion, early intervention and recovery and to work within Mind's ethos and Mission Statement. (D)
- Ability to work flexibly to meet the demands of the service, both in terms of hours and role, including occasional evening and weekend working. (E)

- Awareness and understanding of the need for policies and procedures regarding equal opportunities, child protection, risk assessment, confidentiality etc (E)
- Interest in continuing professional development (D)

Brave: We walk with people, offering help by doing what works - proven or new.

- Resilience, reliability, flexibility (D)
- Good communication skills and commitment to work collaboratively with Directors of service (D)
- Commitment and interest to the overall development of Mind CHWF services (D)
- Experience in delivering training to counsellors/psychotherapists (D)
- understanding of organisational dynamics and the impact on the work (D)
- Good administrative skills (E) (I)
- Understanding of the voluntary sector (D)
- Commitment to on-going supervision of supervision (E) (I)

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