

JOB DESCRIPTION

Job title: High Intensity Practitioner (Step 3) - specialising in Global Majority/LGBTQ+ Communities
Service: Talking Therapies for Anxiety and Depression (formerly IAPT)
Responsible to: Clinical Services Manager
Salary: Starting salary SO1-Sp29a £34,934
Hours: 30 hours – 4 days
Contract type: Fixed Term until March 31st 2027
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.

We are committed to ensuring all our employees are treated fairly and equitably at work and promoting equity in physical and mental health for all.

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

DBS clearance at Enhanced (with 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 Experiential 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:

An exciting opportunity has arisen at Mind CHWF to join our Talking Therapies for Anxiety and Depression (formally IAPT) Service as a High Intensity Practitioner working primarily with the local LGBTQIA+ community (but also open to work with all groups). Working as part of a multi-disciplinary team the post holder will be responsible for conducting clinical assessments and delivering a High Intensity Step 3 provision (using Person-Centred Experiential Counselling for Depression or other NICE approved modalities) within our specialist pathways. The role will offer primarily one-to-one interventions and supporting digital therapies. This is a part time position where you can really make a difference to the outcomes in the lives of the Global Majority and Lgbtqia+ Communities.

The post holder will offer advice and consultation on clients' psychological care to colleagues from other disciplines and to other, non-professional carers and will work autonomously within professional guidelines and the overall framework of the team's policies and procedures. Working on the frontline of mental health, the post holder will provide a safe environment for clients to explore their issues and promote awareness around mental health and wellbeing.

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 practitioner who wishes to be part of an innovative and diverse Talking Therapies for Anxiety and Depression service and contribute to its growth and development.

Main duties and responsibilities:

1. Conduct clinical assessment and provide High Intensity psychological therapy service for clients which would include, formulation, intervention, risk management and signposting on to other mental health services as appropriate to need.
2. To manage a caseload of clients primarily for one-to-one interventions based on Person-Centred Experiential Counselling for Depression (PCE-CfD) (and other NICE approved modalities) and clients on the digital therapies pathway.
3. To deliver psychoeducational groups and workshops.
4. To apply data protection, confidentiality, safeguarding, the organisation's lone working policy and risk management, and all professional codes of ethics.
5. Undertake risk assessment and risk management for individual clients as appropriate.
6. To keep accurate and up to date electronic records of client notes, including assessment, sessional notes, client satisfaction and clinical scores.
7. To commit to a high-quality, effective service including good clinical outcomes for clients.
8. To monitor the views of clients regarding the effectiveness and quality of the psychological therapies services.

9. To participate in learning and development opportunities, following assessment of personal and professional development needs.
10. To participate in regular group clinical supervision.

General:

20. The successful postholder will be required to work from the office, one day a week, Tuesday, with the rest of the team.
21. To participate in regular one-to-one supervision sessions with line manager.
22. To promote Mind in the City, Hackney and Waltham Forest's values and service philosophy and uphold equal opportunities and agreed policies and procedures. To support maximisation of outcomes for projects and programmes, and effective embedding of learning.
23. To attend and participate in relevant meetings and give reports/presentations when required.
24. To promote learning and development and attend appropriate internal, external training courses, supervision and staff away days.
25. To develop team cohesion, team working and a positive "can-do" culture which encourages creativity, learning and high performance.
26. To keep abreast of internal and external developments and respond accordingly.
27. To undertake other duties that may be necessary as directed by the Manager, that are compatible with nature and grade of post.
28. 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.

Personal specification

The remaining sections outlines what criteria will be used to appoint the suitable candidate.

Criteria are marked as (E) are essential and (D) desirable. (I) would indicate which criteria shall be evaluated at the interview.

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

Connected: Creating a compassionate and supportive community.

1. To be registered with either the BACP, NCPS, or UKCP. (E)
2. Ability to motivate, empower and support clients to engage in therapy. (E) (I)
3. Ability to offer various pathway options and promote client autonomy. (E) (I)
4. Ability to work as part of a team and to work on own initiative. (E) (I)
5. Ability to liaise and communicate with colleagues, volunteers, external agencies and the public. (E) (I)
6. Ability to coordinate a blended team across three organisations ensuring excellent organisation, communication and interpersonal skills (E) (I)

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

6. Ability to assess clients for suitability and make appropriate referrals when necessary. (E) (I)
7. Ability to identify and manage risk incidents. (E) (I)
8. Ability to promote the concepts of social inclusion, early intervention and recovery and to work within Mind's ethos and Mission Statement. (E) (I)
9. 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) (I)

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10. Knowledge of social care and the issues of supporting people with a range of mental health issues, including risk assessment. (E) (I)
11. Knowledge of the NICE guidelines namely their Stepped Care Model (D)
12. 12 months experience of using social care skills working face to face with the public, some of whom may present as emotionally upset or angry from time to time. (E) (I)
13. 12 months of providing one-to-one structured evidence-based talking therapies within a primary care setting (E) (I)
14. Ability to deliver the service as a standalone intervention and provide psycho-educational skills to enhance maintenance of wellbeing. (E)
15. Experience of delivering group-based interventions (D) (I)
16. Ability to carry out a range of office tasks (telephone, word processing, taking bookings, report writing, using databases) accurately and without supervision. (E)