



Job Description August 2022

CBT Therapist/Clinical /Counselling Psychologist/ Clinical Nurse Specialist/ Social worker

Responsible to: Clinical Director

Hours: We are recruiting up to 2 FTE to a number of posts, with flexibility around working hours and days of the week, although this is likely to include Thursdays. Successful applicants are expected to work some after school times (4-7pm). Ideally, they would also be able to attend team meetings on Tuesdays 1.00-3.00pm

Salary: £30,000 to 42,000 (pro rata) depending on experience

Contract: Initial 12 month fixed-term (with the expectation of extension)

We are looking for an experienced CBT therapist with experience of working with adolescents to join our team. This may include therapists with specialist CBT skills, who are from the following professional backgrounds:

CBT Therapist

Clinical/Counselling Psychologist

Social Worker

Clinical Nurse Specialist

This may include specialising in parent work, work with 12—24 year olds, work with young adults or a combination.

About Open Door

Open Door is a not-for-profit organisation providing a range of free and confidential psychological therapies to young people aged 12-24, and a separate consultation service for parents of teenagers and young adults aged 12-21. Last year we worked with over 800 young people, parents and carers offering over 8,000 appointments.

Open Door is based in Haringey, North London, home to some of the most deprived and also some of the most affluent communities in the capital. We are committed to providing a service across the borough – from our main bases in Crouch End and Tottenham as well as in secondary schools and online.

Open Door offers treatment to adolescents and young adults on a brief, medium and longer-term basis. Whilst most of our Child & Adolescent and Adult Psychotherapists have undertaken psychoanalytic based trainings, we also offer CBT and Mindfulness Based Therapy and specialist trauma focussed therapies including EMDR .



The clinical team currently comprises 26 therapists, many of whom are NHS trained and all of whom are professionally accredited. We are a highly skilled team and many of our clinicians also teach on professional trainings.

Since 2000 Open Door has run an innovative **Parenting Teenagers Project (PTP)**, which is targeted at parents of young people aged 12-21 where the parent is concerned about a teenager who will not seek and access help in their own right. Open Door has developed a fully evaluated brief model of parent work – the *Open Door Approach to Parenting Teenagers* (APT). The post-holders will be expected to undertake work with parents and carers and may also be able to undertake training in the Open Door manualised model.

Open Door continues to evolve in response to what we learn from listening to young people and is committed to ongoing service innovation. Current targeted projects include **New Narratives** – working with young people and families affected by serious youth violence, a partnership project with Haringey's new **Autism Hub** to provide therapeutic support for young autistic adults. We are developing new partnerships with the NHS and voluntary sector to provide therapy to care effected adolescents and young adults, and consultation to professionals working with them. Following our success with the New Narratives project, we are expanding the work through a new partnership with London Vanguard, an NHS commissioned project to develop a tri-borough model of support for young people who are impacted by serious youth violence across Haringey, Enfield and Islington. Open Door will be providing specialist parent work as part of this offer. Open Door also currently delivers services in secondary schools offering a range of therapeutic interventions to students as well as consultation and training to staff. There may be opportunities to work in these particular projects depending on the interests and experience of the post-holders.

Open Door also provides training placements for ACP (Association of Child Psychotherapists) accredited trainees and Psychodynamic Psychotherapists Working with Children, Young People and Families as well as those undertaking trainings in psychology and those on CYP-IAPT and other NHS funded trainings.

Open Door works across all THRIVE quadrants / tiers 2-3, with the majority of service users (c80%) scoring in the moderate to severe range in validated outcome measures (PHQ-9, SDQ and CORE). Given the high level of severity and complexity of presentations, Open Door works closely with CAMHS, AMHS and Social Care to ensure the best possible care for its patients.

Open Door is funded by the NHS, Local Authority, charitable trusts, and donations. Though Open Door is part of the Single Point of Entry for professional referrals to Haringey CAMHS, we endeavour to ensure that all our services are as accessible as possible. Around 74% of young people refer themselves to Open Door.

This is an exciting time to join the organisation. Open Door's reputation as a key provider of mental health services to adolescents and young adults in Haringey is very high. Service delivery, service in terms of appointments offered and young people seen, has reached unprecedented levels. Open Door has become a multi-site service with bases in Crouch End and Tottenham and its secondary school service is expanding. Since the coronavirus pandemic, Open Door has been offering therapeutic interventions remotely via phone and video. Whilst over 90% of appointments are being delivered in-person, Open Door continues to offer a blended service based on clinical need, digital access, choice and safety.



A JOB SUMMARY

- a) To provide an efficient, effective and highly specialist adolescent CBT assessment and treatment service for young people, and where appropriate their parents or carers.
- b) To work in the GROW (Growth, Resilience, Optimising Wellbeing) project to develop initiatives and deliver interventions to support young people on Open Door's waiting lists. This may include guided self-help, psychoeducation and supporting the use of appropriate online resources, brief CBT interventions and groups
- c) To make complex clinical judgements and decisions, with the assistance of colleagues and managers, about risk factors and to ensure that links are established with other agencies, particularly those in the statutory sector, to reduce risks and share responsibility within mental health networks. To participate in multi-agency meetings including Child Protection Conferences, Child in Need, Team around the Family, EHCP Annual Review meetings etc.
- d) To participate in and contribute to the development of Open Door's programmes of audit, evaluation and research and support service users to contribute and participate and to ensure CYP-IAPT compliance.
- e) To work autonomously within the overall policy and governance framework set out by Open Door.
- f) To provide support for colleagues in team meetings and in difficult or emergency situations.
- g) To provide, when opportunities arise, consultation, training and advice for staff working in other specialist settings.

B TEAM RELATIONSHIPS

Open Door is a small organisation and good team relationships are important in our working environment.

All the professionals working at Open Door are expected to co-operate with their colleagues in the provision of treatment and consultation, to attend meetings concerning Open Door's policy, administration and case discussions, and to contribute towards and participate in the general development of Open Door.



C DESCRIPTION OF THE POST – KEY AREAS

1. Monitoring and Evaluation of Risk

- a. To be responsible for working within Child Protection and Vulnerable Adult safeguarding guidelines in relation to their own clinical case load. In addition, they will be expected to contribute during team meetings to the assessment of cases held by team colleagues and to consult and advise referrers in external agencies. This monitoring will involve liaison with and sometimes referral to external agencies such as CAMHS, GPs, Children's Services, Early Intervention teams, hospitals etc.
- b. To be responsible for continuing monitoring and evaluation of risk for teenagers and young adults in their own caseload and during supervision and team discussions. This relates to safeguarding concerns, deliberate self-harm or other risky behaviour such as substance abuse, running away, causing harm to others.

2. Clinical

- a. To provide expert specialist CBT assessment for adolescents and young adults with a range of presenting problems, including severe and complex mental health problems; to make decisions about treatment options taking into account relevant evidence-based research, theory and practice and factors such as historical and developmental processes that have shaped and are currently impinging on the young person, their carers and family.
- b. To decide, in consultation with the service user, clinical colleagues and supervisor, on the appropriate treatment intervention either by continuing treatment within Open Door or by making a referral to appropriate outside agencies.
- c. To provide specialist brief, medium term and longer-term interventions, usually on a once weekly basis, for adolescent and young adults with significant, severe and persistent mental health problems.
- d. To provide therapeutic work with parents and carers who may themselves be vulnerable and have mental health problems.
- e. To participate and collaborate with other team members in providing specialist clinical services such as interventions for young people who have had a first episode of psychosis, substance misuse problems, physical or learning disabilities or neurodiversity.
- f. To participate in the regular review of cases in individual supervision and team meetings, and where appropriate, to liaise with and participate in meetings with professionals in other agencies.
- g. To work effectively with young people needing interpreters and willing to adapt clinical practice in relation to diversity, expressed beliefs, preferences and client choice.
- h. To liaise with referrers, other team members and other people/agencies as needed in implementing treatment.
- i. To monitor treatment and client progress, providing appropriate feedback about progress and making decisions about treatment modification in discussion with client/parent/carer.
- j. To be responsible for the application of a range of theoretical and practical knowledge, acquired during training and through practice, and to keep up to date with developments in these areas.
- k. To exercise autonomous professional responsibility based on the Code of Professional Conduct and Ethics of the appropriate accrediting organisation.

3. Service Development

- a. To contribute to service development as determined by the Senior Management Team.
- b. To build partnerships with other service providers and referrers and to represent Open Door in local networks as appropriate.
- c. To contribute to monitoring reports for funders.



4. Consultation

- a. To provide specialist advice and consultation to professionals working in external agencies as appropriate.
- b. To meet with professionals working in other agencies to inform them about Open Door's services and referral processes as appropriate.

5. Teaching, Training and Supervision

- a. To take part, when required, in the recruitment and induction of new team members.
- b. To provide training and teaching for external agencies when opportunities arise.
- c. To assist more experienced colleagues in the planning, delivery and review of seminars and workshops on a topic within own specialist area of expertise.

6. Continued Professional Development

- a. To receive regular clinical and service-related supervision from an appropriately qualified senior clinician in accordance with good practice guidelines and accreditation requirements.
- b. To participate in clinical team meetings and present clinical cases in detail for group discussion.
- c. To contribute to the development and maintenance of the highest professional standards of practice through active participation in internal and external CPD training and development programmes, in consultation with the post holder's service manager.
- d. To take part in an annual appraisal with the Supervisor as appropriate.

7. Research and Audit

- a. To participate in and contribute to the development of Open Door's programmes of audit and evaluation and to ensure CYP-IAPT compliance.
- b. To support the development of service user feedback and participation in all aspects of the service.
- c. To ensure that individual clinical evaluation profiles are noted and discussed in the context of supervision and clinical presentations in team meetings.
- d. To utilise theory, literature and research to support evidence-based practice.

8. Administrative

- a. To maintain the highest standards of clinical record keeping and the responsible exercise of professional codes of self-governance. Administration tasks may include: electronic data entry and recording, completion of audit and evaluation data forms, upkeep of weekly appointment diary, attendance records etc.
- b. To contribute to the overall administration of Open Door's services.

9. Meetings Attended

- a. To attend and participate in Open Door meetings as appropriate.
- b. To attend multi-agency clinical meetings as appropriate including Child Protection Conferences, Team around the family, CPAs, EHCP Annual Review meetings, etc.
- c. To attend meetings with other providers as and when appropriate.
- d. To represent and promote Open Door in local network meetings and public events as appropriate.

10. Policies, Procedures and Guidelines

- a. To comply with Open Door's policies, procedures and guidelines including those related to Equal Opportunities, Health and Safety, Complaints, Child Protection, Safeguarding Vulnerable Adults, Environmental, Disciplinary and Grievance.
- b. All information concerning clients and staff must be treated as strictly confidential at all times.

11. General

- a. 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 Supervisor.



- b. This job description may be reviewed in the light of changing service requirements, any such changes will be discussed with the post holder.

Person Specification – CBT Therapist/Clinical/Counselling Psychologist / Clinical Nurse Specialist/ Social worker	
Essential	Desirable
Education and Qualifications	
<p>Dependent on Discipline:</p> <ul style="list-style-type: none"> • CBT Therapist qualification • BABCP accreditation for CBT therapists, or working towards accreditation • To have successfully completed a post graduate training in Clinical Psychology/Counselling Psychology; as a Clinical Nurse Specialist, Social worker, or as a CBT Practitioner or to be approaching the end of training. • To maintain eligibility for registration as a full member of the BPS/NMC/BABCP/HCPC/ CQSW/CSS/DipSW or equivalent Social Work qualification dependent on training. 	<ul style="list-style-type: none"> • Additional advanced training in, EMDR, IPT, DBT or other IAPT specific discipline
Knowledge and Experience	
<ul style="list-style-type: none"> • Experience of working as a therapist in a multi-disciplinary child and adolescent mental health service, including substantial experience with relevant client group. • Experience in the process of assessment of risk and clinical need. • Experience of time limited and longer-term clinical work. • Experience of working with parents and carers. • Knowledge of other therapeutic modalities. 	<ul style="list-style-type: none"> • Experience of liaison with other therapeutic modalities towards improving interdisciplinary understanding and networking – to improve patient options for treatment. • Experience of delivering group based therapy/psycho-education.



<ul style="list-style-type: none"> • Experience in the use of routine outcome measures in clinical practice. • Experience in liaison and multi-agency working. 	<ul style="list-style-type: none"> • Knowledge of online interventions. • Experience of contributing to intake-coordination and waiting list management. • Experience of tailoring approaches/ specialist training in using CBT with Autistic young people and those with ADHD • Experience of developing service user participation. • Experience of presenting the work of a service to other professionals. • Clinical experience with young adults 18-25. • Experience of working on call and/ or conducting risk assessments over the phone. • Knowledge of areas of service administration. • Knowledge of methodology associated with use of outcome measures, service user evaluations. • Interest and/or experience in service development.
<p>Skills and Competencies</p>	
<ul style="list-style-type: none"> • Ability to make complex autonomous judgements based on theoretical, technical and clinical knowledge and experience. • Ability to communicate effectively in highly emotive situations: - overcoming barriers to understanding and analysing complex and conflicting opinion/emotions. • Ability to organise and schedule a range of complex multi-professional activities such as: consultations with clinical teams, educational and training courses, group supervision sessions. • Experience in the autonomous management of personal work patterns and caseload. This includes experience in scheduling and maintaining a pattern of complex clinical and non-clinical work. • Good literary and report writing skills. • Time management skills. • Administrative Skills 	<ul style="list-style-type: none"> • Practical Computer Skills. • Research skills



<ul style="list-style-type: none"> • Good Liaison Skills • Excellent general communication skills • An awareness of the limitations and parameters of the treatment potential of psychotherapy. 	
<p>Personal Characteristics</p>	
<ul style="list-style-type: none"> • Self-motivated • Ability to work as part of a team • Adaptable. • Good interpersonal skills. • Reliable • Trustworthy • Physical effort – capacity to sit in constrained position for extended periods. • Mental effort - capacity for frequent, intense mental concentration. • Emotional effort - capacity to frequently work with highly emotional circumstances and levels of distress. • Working conditions – capacity to work in a mental health setting with occasional exposure to unpleasant working conditions such as verbal aggression. 	
<p>Additional Requirements</p>	
<ul style="list-style-type: none"> • Awareness of the appropriate ethical, professional and legal responsibilities of their profession • Ability to work as an autonomous clinical specialist, whilst also maintaining close links with other clinicians and colleagues. • Evidence of continuing professional development. • Willingness to work from a number of locations and using different platforms (eg: phone, video, text) 	