

## JOB DESCRIPTION

**Job title: Senior Practitioner Talking Therapies for Anxiety and Depression**

**Service: Talking Therapies for Anxiety and Depression (formerly IAPT)**

**Responsible to: Clinical Services Manager**

**Salary:** Starting salary SO1-Sp29a £34,934

**Hours: 22.5 hours**

**Contract type:** Fixed Term until March 31<sup>st</sup>, 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:

The Senior IAPT Practitioner will play a key role in delivering and developing Mind in the City, Hackney and Waltham Forest's specialist **Talking Therapies provision for African Caribbean Heritage (ACH), LGBTQIA+ and Global Majority communities**.

The post holder will primarily deliver **High Intensity (Step 3) psychological therapy**, providing evidence-based one-to-one interventions for people experiencing anxiety and depression within a culturally responsive framework. The role will focus on delivering structured therapies such as **Person-Centred Experiential Counselling for Depression (PCE-CfD) or other NICE-recommended modalities**, alongside clinical assessment, formulation, and risk management.

In addition to clinical delivery, the role will include a **small leadership component** involving line management and professional support for Step 2 practitioners working within the specialist pathway. The post holder will help ensure quality, consistency and good practice across the Step 2 provision and may provide **temporary clinical cover or guidance where service gaps arise**.

The role contributes to improving **equitable access and outcomes for African Caribbean Heritage, LGBTQIA+ and Global Majority communities**, supporting the service to address inequalities in mental health provision.

Mind CHWF has a long-standing commitment to community-led and culturally responsive mental health services. We particularly welcome and encourage **applications from Black women**, who are currently underrepresented in senior roles in psychological therapy.

## Clinical Practice – High Intensity Delivery

- Deliver high-intensity psychological therapies (Step 3) to clients experiencing anxiety and depression.
- Conduct comprehensive clinical assessments, formulation, risk assessment and care planning.
- Provide structured, evidence-based therapy, including Person-Centred Experiential Counselling for Depression (PCE-CfD) or other NICE-recommended modalities.
- Manage an active clinical caseload of Step 3 clients, ensuring safe and effective delivery of therapy.
- Monitor and review clinical progress using recognised Talking Therapies outcome measures (e.g. PHQ-9, GAD-7).
- Maintain accurate and timely electronic records in line with service and data protection requirements.
- Provide consultation and advice to colleagues and partner organisations regarding client care.

## **Clinical Leadership and Line Management**

- Provide line management and professional support to Step 2 practitioners within the specialist pathway (approximately 0.1 FTE responsibility).
- Support Step 2 practitioners to maintain high standards of clinical practice, record keeping and outcome monitoring.
- Contribute to team learning and reflective practice, including case discussion and clinical guidance.
- Provide short-term cover or clinical support for Step 2 delivery where necessary, ensuring service continuity during periods of staff absence or vacancies.

## **Service Development and Community Engagement**

- Contribute to the ongoing development of culturally responsive Talking Therapies provision for African Caribbean Heritage and Global Majority communities.
- Support service initiatives aimed at improving access and engagement with psychological therapies for communities that historically face barriers to care.
- Participate in service development activities relating to clinical pathways, referral processes and therapeutic interventions.
- Collaborate with internal teams and external partners to strengthen community engagement and improve service accessibility.

## **Record Keeping and Data Monitoring**

- Maintain high-quality clinical documentation and electronic records.
- Monitor therapy outcomes and contribute to the service's clinical performance and quality improvement processes.
- Ensure compliance with data protection, safeguarding and professional practice standards.

## **Professional Development and Supervision**

- Participate in regular clinical supervision and line management supervision.
- Maintain professional registration and engage in continuing professional development.

- Contribute to team learning, reflective practice and service improvement initiatives.

## 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.

### Essential

- Professional registration with a recognised psychotherapy or counselling body (e.g. BACP, UKCP, NCPS).
- Ability to build strong therapeutic relationships and support clients to engage in psychological therapy.
- Experience working collaboratively within **multidisciplinary mental health teams**.
- Strong communication and interpersonal skills.

### Desirable

- Experience supporting **African Caribbean Heritage or Global Majority communities**.
- Experience supervising or mentoring colleagues.

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

### Essential

- Strong commitment to **anti-racist practice and culturally responsive mental health care**.
- Experience conducting **clinical assessments, risk assessment and safeguarding processes**.
- Ability to recognise and respond to **inequalities in access to psychological therapies**.

### Desirable

- Experience contributing to initiatives designed to improve **access to therapy for underserved communities**.

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

### Essential

- Experience delivering **High Intensity evidence-based psychological therapies** for anxiety and depression.
- Ability to manage a **complex caseload within a busy service environment**.
- Experience using **Talking Therapies outcome measures** such as PHQ-9 and GAD-7.
- Commitment to reflective practice, innovation and service improvement.

## Desirable

- Experience working within **Talking Therapies (IAPT) services**.
- Training in **PCE-CfD or other NICE-recommended modalities for depression**.
- Experience contributing to **clinical leadership or service development activities**.

## Additional Requirements

- Enhanced **DBS check (with adults and children's barred lists)**.
- Ability to work occasional evenings where required.
- Commitment to Mind CHWF policies including safeguarding, equality and confidentiality.

## Eligibility

This role sits within a specialist pathway designed to improve access to psychological therapies for **African Caribbean Heritage and Global Majority communities**.

Due to the nature of the role and the importance of culturally informed therapeutic practice, **applications are particularly encouraged from practitioners who identify as African Caribbean Heritage or from other Global Majority communities**.

Where appropriate, this requirement may be considered a **Genuine Occupational Requirement under the Equality Act 2010**, as the post holder will be providing culturally responsive psychological therapy within a specialist service designed to address inequalities in mental health access and outcomes.

Mind CHWF is committed to building a workforce that reflects the communities we serve. We **strongly encourage applications from Black women**, who remain underrepresented in senior psychological therapy roles.