



Job Description

Job Title	CBT Trainee Practitioner
Reporting to	Therapeutic Services Manager
Service Area	Therapeutic Services
Location	London Borough of Croydon
Contract Type	Fixed Term from 13.01.25 until 19.12.25 Full-Time 35 hours per week
Salary	£31597.00
Annual Leave	25 days paid leave plus Bank Holidays

Job Purpose: To work as a trainee CBT practitioner in Therapeutic Services (2.5 days pw) with young people and their parent/carers (as appropriate) and to study on the CYP-MH training (2.5 days pw).

Overview of Role:

The post-holder will be training on the Post Grad Diploma CBT at Kings College and carrying out clinical work in our services to complement academic studies and using newly developed skills.

Key Accountabilities:

To work with our projects with a focus on providing manualised support to children and young people so that:

- you are actively offering high quality, specialist advice and interventions
- you are enhancing frontline resources responding to the needs of individuals & families
- you are helping us build sustainable, creative models of support for mental health issues occurring in our communities

Main Duties and Responsibilities of the role:

1. Initiate and build working relationships with children, young people, parents, carers and families who are referred to the service from across the Borough and provide a range of interventions using core principles of trauma-informed practice along with an evidence-based interventions consistent with the CBT training course
2. You will be based in our Counselling in the Community teams.
3. You will be expected to work with individual young people presenting with anxiety and low mood/depression throughout the year and you will be assessed on these through written and video work. Each individual must be seen for a minimum of six sessions and you must receive at least five hours of supervision for each young person
4. You will accept referrals via established protocols within the service and deliver all interventions within existing frameworks
5. Complete all requirements relating to data collection/monitoring within the services and keep coherent records of all activity in line with service protocols and use these records

and outcome data in clinical decision making.

6. You will be assessed through written case reports, keeping a log of your clinical practice and submitting recordings of your practice with written reflections based on these
7. Attend clinical supervision for a minimum of course-recommended sessions in the workplace and this will be with the allocated Clinical Supervisor who has specialist skills and knowledge and who will support you to identify appropriate cases, carry out assessments, manage risk and monitor outcomes
8. At all times to ensure children, young people and families are made aware of key protocols such as the limits of confidentiality, complaints procedure, information sharing protocol and to ensure any special needs or requests for specific support are acknowledged and acted upon

Other Duties

9. To act at all times in accordance within CDI policies and procedures and to particularly abide by our policies and procedures on Safeguarding, Equality, Diversity & Inclusion, Data Protection and Health & Safety
10. To work collaboratively with our public, voluntary and private sector partners and stakeholders and to encourage joint-working practice when appropriate
11. To attend line management and staff meetings, reflective supervision, Learning & Development Days, Residentials and an annual appraisal with the line manager
12. To keep accurate records in accordance with the monitoring & evaluation demands of our charities and to liaise closely with the administrators
13. To identify own Continuing Professional and Personal Development needs with line manager and Clinical Supervisor

General

14. 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 remit of the role in discussion with the line manager
15. This job profile will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder
16. The post holder is expected to comply with all relevant HR and Operational policies, procedures and guidelines
17. The post holder is responsible for ensuring that the work that they undertake is conducted in a manner which is safe to themselves and others, and for adhering to the advice and instructions on Health and Safety matters given by Manager(s). If the post holder considers that a risk to Health and Safety exists, it is their responsibility to report this to their manager
18. The post holder is expected to comply with the appropriate Code(s) of Conduct associated with this post
19. It is the responsibility of all staff to minimise our environmental impact by recycling wherever possible, switching off lights, computer monitors and equipment when

not in use, minimising water wastage and reporting faults promptly

20. We operate a no smoking policy on our sites and in any statutory/voluntary sector settings where the post holder may be working

Person Specification

Criteria		
Skills	Essential	Desirable
Ability to communicate effectively and sensitively with children, young people and their carers	✓	
Ability to adapt communication style according to the varying needs of young people	✓	
Ability to maintain a reflective stance in emotive/challenging interactions with young people and their carers	✓	
Ability to effectively use clinical supervision to reflect on practice	✓	
Ability to work on own initiative and as part of a team	✓	
Strong organisational skills and ability to use monitoring & evaluation measures	✓	
Strong written and proven IT skills	✓	
Capability to complete academic work at postgraduate diploma level, including IELTS or equivalent to the appropriate level for students with English as a foreign language (BAND D) https://www.kcl.ac.uk/study/postgraduate/apply/entry-requirements/english-language.aspx	✓	
Experience & Knowledge		
2 years professional experience working with the emotional wellbeing of children, young people and their families	✓	
Experience of working with safeguarding issues, knowledge/understanding of issues related to safeguarding children and vulnerable adults	✓	
Experience of multi-agency working	✓	
Previous experience of working within a CBT framework		✓
Experience of working within a professional setting concerned with the emotional well-being, mental health, development and wellbeing of young people	✓	
Demonstrates an appreciation of the range of factors that can impact on a child's developmental and emotional well-being	✓	
Demonstrates understanding of children & adolescent services in statutory & voluntary sectors and the need for trauma-informed, attachment aware approach	✓	
Demonstrates knowledge of theory in relation to early child development	✓	

Qualifications:		
<p>Qualifications that demonstrate a capacity to complete academic work at postgraduate diploma level. Minimum second-class Bachelor's Degree from a UK University or an overseas qualification of an equivalent standard in a relevant subject (e.g. psychology, social work etc).</p> <p>OR Applicants who do not fulfil the academic criteria but with relevant professional experience are encouraged to apply and will be considered on a case-by-case basis. A training in a mental-health related profession (e.g. counselling, psychology, nursing, health visiting, social work, occupational therapy, speech & language therapy, special needs teaching, psychiatry or other psychotherapy.)</p>	<p>✓</p> <p>✓</p>	
General		
A non-judgemental, empathic and person-centred approach	✓	
A commitment to equality of opportunity, non-discriminatory practice and the aims & purposes of CDI	✓	
Full, enhanced and current satisfactory DBS disclosure for the role	✓	