

Job Title:	Senior DBT Therapist – Affinity Programme (Children and Young People at Risk of Permanent Exclusion) and Behaviour Intervention Service
Reports to (job title):	Deputy Head of Targeted and System Support Services – Getting Help Service Manger
Line Manager to:	Affinity Team Lead.

Job purpose

We are seeking a **Senior DBT Therapist** to join our **Affinity Programme and Behaviour Intervention Support Service**, a service dedicated to supporting children and young people at risk of permanent exclusion from education due to emotional dysregulation. This programme provides a multi-disciplinary, trauma-informed approach to helping young people build emotional regulation skills and improve their emotional well-being.

As a **Senior Therapist**, you will play a key role in delivering Dialectical Behaviour Therapy (DBT) and DBT-informed interventions, providing clinical supervision, and supporting the ongoing development of the service. You will work with young people who face complex challenges, including emotional dysregulation, trauma histories, and co-occurring mental health issues.

The role requires at least **two years of experience** at a Senior Practitioner level, delivering DBT or DBT-informed interventions with children and young people. You will contribute to service development, supervise junior colleagues, and provide consultation to a range of professionals involved in the young person's care.

Base

County Hall Chelmsford

Key responsibilities

- **Clinical Leadership and Delivery of DBT:**
Lead and deliver evidence based DBT interventions (individual and group therapy) to children and young people at risk of exclusion due to emotional dysregulation. Tailor DBT interventions to the specific needs of young people, with an emphasis on trauma-informed care and building emotional regulation skills.
- **Assessment & Formulation:**
Conduct comprehensive psychological assessments and risk assessments for young people referred to the programme, using evidence-based tools to inform treatment plans. Formulate and implement treatment plans based on the individual needs of the young person.

- Supervision & Training:**
 Provide clinical supervision to Affinity Practitioners, Emotional Regulation & Resilience Practitioners, and other practitioners across Targeted & System Support Services, ensuring high standards of care and adherence to evidence-based practice. Provide training in DBT principles for the wider team, ensuring integration of DBT-informed approaches across the service.
- Consultation and Collaboration:**
 Provide consultation to a range of professionals involved in the care of young people, including teachers, social workers, and family support workers. Collaborate within a multi-disciplinary team to provide a holistic approach to treatment.
- Service Development and Quality Improvement:**
 Contribute to the ongoing development and evaluation of the Affinity Programme, ensuring the service is responsive to the needs of the young people served. Participate in audits, quality assurance processes, and the development of new clinical pathways and interventions.
- Risk Management and Safeguarding:**
 Ensure the safety and well-being of young people by adhering to safeguarding protocols and managing risk effectively. Work within the framework of local safeguarding procedures, ensuring the appropriate level of risk assessment and management is undertaken in each case.
- Leadership and Management:**
 Take on a leadership role within the clinical team, including chairing team meetings, supporting junior staff development, and contributing to service-wide initiatives. Demonstrate leadership in delivering high-quality DBT-informed care within a busy and demanding service environment.

Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care	Think	Do
A. Inspire	D. Challenge	G. Accountability
B. Understand	E. Improve	H. Involve
C. Communicate	F. Learn	I. Resilience

Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 1998 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice, NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a “non-smoking” policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

Equal Opportunities

It is the company’s intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

Personal Specification

Qualifications

Essential

A qualification in one of the following core professions, with appropriate professional registration:

- Nursing
- Social Work
- Occupational Therapy
- Clinical Psychology
- Counselling Psychology
- Systemic Psychology
- Child and Adolescent Psychotherapy
- Post-qualification training in the clinical supervision of trainees

Desirable

- DBT Intensive Training or equivalent extensive experience in delivering DBT in an outpatient or community-based setting.
- Training in evidence-based approaches as part of the CYP IAPT collaborative.

Experience

Essential

- At least 2 years of experience at a senior practitioner level, delivering DBT or DBT-informed interventions to children and young people in mental health or educational settings.
- Experience in specialist psychological assessment, formulation, and treatment planning for young people with complex emotional and behavioural difficulties.
- A high level of professionalism when working with emotionally challenging cases, including those involving verbal and physical abuse.
- Proven experience in multi-disciplinary team working and contributing to a cohesive service approach.
- Experience in supervising or mentoring junior staff and providing clinical supervision to trainees or colleagues.

Desirable

- Experience in **delivering DBT** in a clinical setting, ideally with children and young people in a CAMHS or educational setting.

- Experience in service development or involvement in leadership roles within clinical teams. Familiarity with **CYP IAPT** models or other evidence-based therapeutic approaches for children and young people.

Knowledge

Essential

- Strong knowledge of DBT principles and practice and experience in adapting the model for use with young people.
- In-depth understanding of complex psychological assessments, including risk assessments and formulation.
- Familiarity with trauma-informed care and its application in working with young people with complex needs. Experience in service development or involvement in leadership roles within clinical teams. Familiarity with **CYP IAPT** models or other evidence-based therapeutic approaches for children and young people.

Desirable

- Expertise in working with young people facing multiple adversities, including personality disorders, dual diagnoses, or complex trauma.
- Understanding of local safeguarding procedures and the legal framework related to child protection.
- Understanding of local mental health services and the system they operate within

Skills

- Excellent verbal and written communication skills, including the ability to convey complex clinical information to both professional and non-professional audiences.
- Strong interpersonal skills with the ability to collaborate effectively with young people, families, and professionals.
- Ability to manage high-risk cases and complex treatment plans, ensuring young people receive the appropriate care.
- Highly skilled in supervision and the development of others in a clinical setting.
- Effective in leading and contributing to service development, quality improvement, and clinical governance activities.

Desirable

- Ability to provide leadership and mentorship to junior staff and trainees.
- Experience in contributing to clinical research or outcome evaluations

Other requirements

- Driving License and access to vehicle for work purposes

Employee signature

Manager signature
