**Changes East Lothian**

**Person Specification: Groupwork Therapist (CBT)**

*Updated June 2023*

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| Area | Essential | Desirable |
| Qualifications | * Hold a qualification to at least Diploma level in Cognitive Behavioural Therapy. | * At least one year’s experience post qualification * Other Mental Health related qualifications |
| Experience / Knowledge | * Experience developing psychological formulations on which to base support provided * Experience carrying out client assessments * Experience delivering group therapy * Experience developing and delivering new groups and courses, piloting and evaluating new services * Ability to adapt client work to meet individual client needs * Experience maintaining accurate client records in line with agency and professional body guidelines * Experience working with people who are struggling with their mental health and understanding of common presenting issues * Experience working in a community setting, such as a third sector or voluntary organisation * Knowledge of current policy and issues relevant to mental health primary care provision | * Training and experience delivering CFT and other relevant therapeutic approaches. * Relevant voluntary work * Knowledge of relevant third sector and statutory services in East Lothian and beyond. |
| Communication and Teamwork | * Commitment to working collaboratively with partner organisations including the NHS and other statutory and voluntary sector services with the confidence to build new relationships * Commitment to active participation in team meetings, discussions and developments * Ability to write reports and referrals * Knowledge of relevant monitoring and evaluation systems and commitment to ensuring their effective operation. | * Experience supporting therapists in the earlier stages of their career * Experience writing applications and reports to funders. |
| Using IT and systems | * Competent Microsoft user (Outlook, Excel, Powerpoint and Word). * Competent in use of video conferencing (Teams, Zoom, etc) | * Familiarity with using databases / online client management systems |
| Values / Self awareness | * Commitment to Changes values of compassion, welcoming and community and drive to ensure these are embodied within teamwork and service provision * Commitment to, and experience of, promoting equality, diversity and anti-discriminatory practice * Ability to demonstrate a resilient approach, adopting and modelling strategies for managing workload, maintaining appropriate boundaries and promoting self-care. * Ability to be self-reflective, whilst working with clients, in own personal and professional development and in supervision * Awareness of own strengths and limitations and able to use these to monitor one’s own practice and wellbeing. |  |
| Practical Requirements | * Ability to work two evenings per week within contracted hours * Available to work within Changes premises and other locations in East Lothian depending on the needs of the service * PVG check for vulnerable adults will be carried out * Membership of a relevant professional body, eg BABCP * Commitment to undertake clinical supervision with a Tri-Party agreement in place * Commitment to undertaking ongoing professional training and development in line with BABCP requirements |  |