**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
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| 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.
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| 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.
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| 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
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| 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.
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| 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
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