

JOB DESCRIPTION AND PERSON SPECIFICATION

Job Title:	Lead MBT Practitioner Sequoia Tree Service
Band:	Band 8a
Hours:	Up to 18.75 hours per week
Base:	AWP Base TBC / Hybrid working Additional requirement to travel to other locations in Bristol, North Somerset and South Gloucestershire
Reports to:	Sequoia Clinical Lead
Professionally Accountable to:	Sequoia Clinical Lead

Job Summary

JOB PURPOSE

- To offer a highly specialist and entirely autonomous systematic service within the Sequoia - Mentalization Based Therapy (MBT) department. Sequoia is a service for people with Complex Emotional Needs (CEN) across BNSSG.
- To Lead the Sequoia MBT service. This will include running a lite version of MBT in groups, overseeing referrals and discharges, as well as supervising the team with regards to MBT.
- To take a lead role in the development and evaluation of the Sequoia Mentalization Based Therapy (MBT) offer.
- To work closely with referrers and colleagues to support the development of pathways for people with complex emotional needs, personality difficulties and personality disorder diagnosis, with a particular emphasis on pathways into the Sequoia MBT service.
- To provide an advanced and specialist assessment and treatment role in Sequoia, using relevant CPD qualifications for clients presenting with high levels of distress/emotion/behavioural difficulties.
- To offer regular Clinical supervision (both individual and group) to peers, trainees and other professionals from AWP teams and the wider community, including GPs, VCSE, social care etc.
- To undertake regular teaching, as appropriate, in psychological approaches to healthcare to trainees, team members and associated practitioners, including our VCSE partners.

- To plan and implement service developments regarding specialist areas of skill linked to service priorities in collaboration with the Sequoia Clinical Lead and local clinical managers (e.g. collaborating with colleagues in developing a strategy for the development of an identified service area).

Description of the duties

DIMENSIONS:

The main clinical work focus for this post will involve leading on the Mentalization Based Therapy offered within Sequoia.

Sequoia provides services across Bristol, North Somerset and South Gloucestershire (BNSSG) and delivers these in collaboration with our VCSE partner - Rethink.

Day to day responsibilities include having support conversations, carrying out therapy assessments, arranging and running therapy groups, both facilitating and supporting others to facilitate. Working closely with colleagues from other AWP teams, as well as the wider networks such as GPs, Social Care, VCSE etc.

The post involves, offering consultation and supervision and taking part in MBT team supervision. Supporting the clinical lead with designing and reviewing the MBT offer within Sequoia, including course material. Supporting the clinical lead to develop and maintain care pathways and clinical governance. Day to day reviewing of referrals. Leading on assessments and reviews. Working within the multi disciplinary team to maintain service user safety.

We work with values of promoting agency, dignity, and respect and are committed to trying to address power and structural inequalities in our work.

KEY RESULT AREAS

Clinical Responsibilities:

1. As a member of the AWP BNSSG Sequoia Tree Service, the post holder will provide a high quality service to people suffering from complex mental health problems, in particular people with complex emotional needs (CEN) associated with the diagnosis of Personality Disorder, such as attachment, interpersonal difficulties and emotional intensity. This will include highly specialist assessment to determine the most appropriate treatment.
2. To offer a highly specialist and entirely autonomous systemic complex psychological intervention service as a designated lead in MBT.
3. The post-holder will work closely with both internal and external stakeholders in the ongoing development of the service.
4. The delivery of group and individual treatments. The caseload will include people with significant complexity and risk.
5. Provide specialist clinical supervision and consultancy within the MBT Sequoia offer and for mental health professionals more broadly working with people with CEN as required. This will cover problem assessment, formulation, and therapy interventions.
6. To participate in clinical supervision and caseload supervision arrangements provided by Sequoia.
7. To provide an advanced and specialist treatment role in the sector, using appropriate specialist interventions with patients presenting with complex needs, including (but not exclusively) provision of MBT.

8. To provide an advanced and specialist psychological assessment (including risk assessment) and treatment service to service-users in the sector.

Professional:

1. Comply with their profession's regulatory requirements, ethics and code of conduct.
2. Work within AWP's policies to manage care pathways and risk.
3. Work within AWP's procedures for Safeguarding Children and Vulnerable Adults.
4. To participate in Sequoia business and professional meetings where agreed.
5. Participate in regular clinical supervision both giving and receiving.
6. To provide management supervision to band 7 Sequoia staff, as well as other staff in Sequoia, including both AWP and Rethink staff.
7. To maintain and further develop high standards of Sequoia practice, through co-operative work with other Sequoia members and peer supervision, as well as linking in with wider AWP and key stakeholders.
8. Demonstrate in clinical practice their respect for the experience of the people accessing our service.
9. Contribute towards the local clinical framework e.g. care programme approach (CPA), including taking on care coordination responsibilities as needed.

Clinical Administrative Responsibilities:

1. To support the Clinical Lead of Sequoia in the development and implementation of effective Clinical Governance across the Sequoia service.
2. Keep appropriate electronic records of clinical interventions.
3. Provide appropriate data reporting on clinical activity.
4. To support and participate in multidisciplinary clinical audit in the service.
5. To promote the use of effective interventions in the service.
6. Complete clinical administrative responsibilities needed for the appropriate clinical frameworks e.g. CPA

Training/Education:

1. Provide training around working with people with CEN to a range of mental health professionals from a range of backgrounds (including experienced clinicians as well as unqualified staff). Provide training to professionals from other agencies as requested (e.g. housing). Lead on the MBT aspects of this training.
2. To supervise trainees, staff and associate Sequoia workers, including VCSE partner staff in providing group and individual assessment and therapy.
3. Contribute to the learning and skills development of pre and post registration/qualification students, trainees, novice practitioners and new team members.
4. Maintain awareness of relevant developments in MBT and in thinking about working with people with CEN, including research, theory and best practice guidelines. Dissemination to clinical and management colleagues as needed.
5. The post-holder will lead on the evaluation of MBT aspects of the service. This will include agreeing and using appropriate outcome measures, data input and analysis with appropriate supervision.
6. Keep up to date with statutory and mandatory training and maintain appropriate continuing professional development activities.

7. To agree a plan for personal development with the Sequoia manager and participate in an annual review.

Research:

1. To initiate research as required by the needs of the local Service.
2. To offer advice and support to other members of relevant teams undertaking research projects.
3. To supervise trainees to undertake relevant audit / service evaluation projects as appropriate.
4. To participate in Clinical Audit projects in Sequoia.
5. To encourage a culture of evidence based practice in all parts of the Service.
6. To lead the development and evaluation of the Sequoia MBT Service.

Integrated Governance:

1. Contribute to the clinical governance agenda in Sequoia.
2. Lead on disseminating MBT best practice in working with people with CEN within Sequoia and wider partners.
3. Lead on relevant audit projects particularly in relation to the local CEN pathways.
4. Maintain and develop knowledge, experience and competence in psychological therapies for people with CEN in line with regulatory and governance guidelines.
5. Lead on the performance appraisal/supervision process.

Service development:

1. To advise the Sequoia Clinical Lead and the local Clinical Managers about service priorities and potential developments in the specified area.
2. To participate in Sequoia management and consultation meetings, providing local CEN advice.

COMMUNICATIONS AND WORKING RELATIONSHIPS

- Clinical and administrative staff within Sequoia.
- AWP teams such as Recovery, IMHT/MINT, PCLS etc
- Other clinicians and managers (both locally and trustwide) involved in developing specific services for people with a diagnosis of personality disorder.
- Team leaders and clinicians from local ward and community teams.
- CEN pathway across BNSSG
- Professional Lead
- GPs, social care, VCSE agencies

MOST CHALLENGING PART OF THIS ROLE

- Working in a service, which is new, and in a clinical area that is being developed.
- Due to the disempowerment, inequalities and trauma often experienced by people with CEN, it can be highly emotionally demanding to work with this therapeutically in people's life-stories and how it impacts their current situation and interpersonal relationships.
- Managing relationships with other staff and teams with integrity.

PERSON SPECIFICATION

Job Title: Band 8a Lead MBT Practitioner

Essential Knowledge, Skills and Experience Required

- Qualified Registered Mental Health Professional e.g. Nurse, Social Worker, OT, Art Psychotherapist, Clinical Psychologist. Current relevant registration with the NMC or HCPC.
- Degree and Masters level qualification, or equivalent experience
- Post qualification specialist training in MBT. Completion of the MBT 3 day Post Graduate Introductory training in MBT and working towards MBT practitioner status
- Experience of working with people with CEN using an evidence-based approach
- Advanced theoretical and practical knowledge in working with people with a personality disorder diagnosis. Ability to use this knowledge to think systemically/organisationally
- Substantial practice experience in inpatient and/or community settings
- Substantial experience of delivering MBT to people with complex mental health difficulties
- Substantial experience of working alongside multidisciplinary colleagues
- Experience of service development
- Experience of clinical audit or research
- Ability to cope with workload pressure/prioritise workload
- Self-awareness and emotional resilience
- Clear record of ongoing continuing professional development
- Competence in assessing, planning, implementing and evaluating psychological therapies particularly with people with CEN
- Evidence based highly specialist therapeutic interventions with client group and in particular people who might attract the diagnosis of Personality Disorder
- Competence in care co-ordination and risk management, particularly with CEN
- Experience of risk assessment and management
- Psychological assessment skills and knowledge
- Excellent communication skills. Highly developed active listening skills, which allow for reframing and testing of understanding
- Ability to be an autonomous practitioner in working safely, effectively and promoting agency with people with CEN
- Demonstrates substantial experience in delivering supervision, appraisals and ensuring delivery of activity through performance reporting
- Ability to work with other staff to develop skills in working with people with CEN
- Experience of creating and delivering training to enable provision of high standard of teaching at pre and postgraduate level
- Ability to critically consider issues of power and structural inequalities in self, other and organisation
- High degree of self-awareness and reflective capacity, preferably with some experience of personal therapy
- A working knowledge of the key elements of relevant mental health legislation e.g. the Mental Health Act 1983/2007 and the Mental Capacity Act 2005. As well as other relevant legislation
- Ability to write specialist assessment reports and other professional communications

- Ability to use information technology, including internet research. Familiarity with Microsoft programs such as Word, Excel, Teams, PowerPoint. Competence use of electronic record keeping systems
- Demonstrates a willingness to embrace new technology and processes.
- Experience of delivering group work in a mental health setting
- Experience of delivering mental health interventions online, both 1:1 and in groups
- Mobile with the facility to move quickly across a geographically dispersed area with limited access to public transport.
- Empathy for individuals who have experienced mental health problems and ability to cope with behavior, which may be challenging at times.

Desirable Knowledge, Skills and Experience

- Experience of co-production and service user participation
- Relevant R&D or clinical audit work post qualification
- Completion of relevant postgraduate training in working with CEN.
- Substantial experience in a Band 7 post or higher.
- Experience of service Development or Leadership in an NHS context.
- Experience and/or skills in service evaluation.

FURTHER INFORMATION

Should you wish to discuss the role further, please feel free to contact:

Peter Spavin – Sequoia Clinical Lead – 07738264062

General information for all employees

Below is the section of the Job Description with general information for all employees and the requirements on all employees to behave in accordance with AWP values and to support and comply with Policy and Legislation. Some policies are highlighted and must be read by all employees – all AWP policies are available on the intranet to employees or you can ask your manager for the policy. Anyone who has any difficulty understanding these requirements please highlight this to your line manager.

Values and behaviours

AWP has a set of values. Your behaviours should reflect AWP **PRIDE** values:

Passion: Doing my best all of the time

Everything I do is in the interests of everyone who uses our services

I am positive and enthusiastic in my work

I am receptive to new ideas and service improvements

I actively seek opportunities to learn and develop

Respect: Listening, understanding and valuing what you tell me

I show compassion and kindness at all times

I am a team player and support my colleagues

I listen carefully and communicate clearly

I respond positively to differences of opinion

Integrity: Being open, honest, straightforward and reliable

I encourage and value feedback from others to help me develop

I try to always do what I say I will do

I am open and honest about when things have not gone well

I raise concerns and report incidents that arise

Diversity: Relating to everyone as an individual

I try to listen without judging

I respect other people's culture, beliefs and abilities

I actively take account of the needs and views of others

I understand and support the benefits that diversity brings to my team

Excellence: Striving to provide the highest quality support

I set high standards for my work and personal conduct

I plan my workload and deliver on my commitments

I make best use of available resources

I put forward ideas to improve the quality of services

AWP Recovery Statement

AWP places recovery and reablement at the heart of our service. Therefore we all demonstrate the recovery principles of:

- Hope.
- Partnership.
- Maximising opportunities every day, in all that we do.

Service User Experience Statement

In all service user and carer contact, your attitude, actions and ambitions should reflect wholeheartedly AWP's motto of 'You matter, we care'. Your goal must be to provide for each individual the quality of care, support and involvement that you would personally expect from a leading mental health trust. 'You matter, we care' should shape your approach to all those who have contact with AWP.

Other Information

CONFIDENTIALITY

The post holder must ensure that personal information for patients, members of staff and all other individuals is accurate, up-to-date, kept secure and confidential at all times in compliance with relevant legislation, the Caldicott principles and the common law duty of confidentiality. The post holder must follow record-keeping guidelines to ensure compliance with the Freedom of Information Act.

VALUING DIVERSITY & HUMAN RIGHTS

No person should receive less favourable treatment on the grounds of sex, sexual orientation, marital/partnership status, race, religion, age, creed, colour, ethnic origin, disability, part time working status and real or suspected HIV/AIDS status and must not be placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable. AWP has an **Equality Policy** and it is for each employee to contribute to its success.

INFECTION CONTROL AND HEALTH AND SAFETY

The prevention and control of infection is the responsibility of all employees. Employees must be aware of **Infection Control Policies**, procedures and the importance of protecting themselves and their clients in maintaining a clean and health environment. All staff must comply with all **Health & Safety Policies and Procedures**. Staff must be aware of the responsibilities placed on them under Health and Safety legislation and to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.

NO SMOKING

There is a **Smoke Free Policy** in operation. In accordance with this policy smoking is positively discouraged and is not permitted anywhere within the buildings, on the premises or grounds.

DATA PROTECTION

If you have contact with computerised data systems you are required to obtain, process, and/or use information held on a computer or word processor in a fair and lawful way, to hold data only for the specific registered purpose and not to use or disclose it in any way incompatible with such purpose. To disclose data only to authorised persons or organisations as instructed. All staff who contribute to patients' care records are expected to be familiar with, and adhere to the **Information Governance Policy**. Staff should be aware that patients' care records will be subject to regular audit.

RISK MANAGEMENT

All AWP employees are accountable, through the terms and conditions of their employment, professional regulations, clinical governance and statutory health and safety regulations, and are responsible for reporting incidents, being aware of the **Risk Management Policy** and emergency procedures and attendance at training as required.

SAFEGUARDING & DUTY OF CANDOUR

AWP is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff are expected to implement the **Safeguarding Policy** and Procedures, act promptly on concern, communicate effectively and share information appropriately. All staff must be familiar with and adhere to AWP's safeguarding procedures and guidelines. All staff have a Duty of Candour to inform their line manager/supervisor as soon as practicable, when they believe or suspect that treatment or care it provided has caused death or serious injury to a patient.

STANDARDS OF BUSINESS CONDUCT AND 'BOUNDARIES'

You are required to adhere to all corporate policies, including AWP **Standing Orders and Standing Financial Instructions**. This includes not accepting gifts or hospitality in the course of your duties, not acting fraudulently and maintaining appropriate behavioural 'boundaries' regarding your interactions with service users, staff and stakeholders.

This job description is intended as an outline indicator of general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder on a regular basis. You may be required to work at other locations within AWP as determined by the duties of your post. You may be required to undertake any other duties at the request of the line manager, which are commensurate with the role, including project work, internal job rotation and absence cover. This job description describes responsibilities, as they are currently required. It is anticipated duties will change over time and the job description may need to be reviewed in the future.

Date Job Description and Person Specification agreed: 31/08/2023