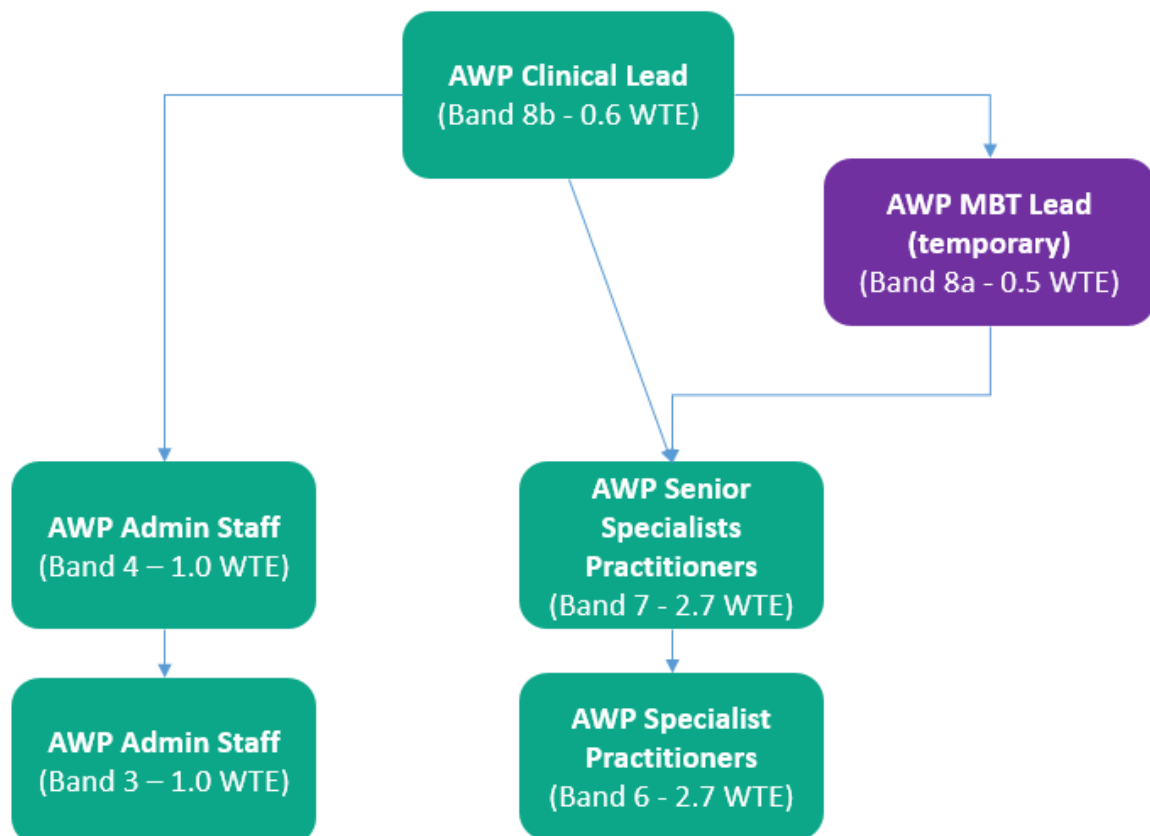


# AVON & WILTSHIRE MENTAL HEALTH PARTNERSHIP NHS TRUST

## KEY LOCAL INFORMATION

<b>Job Title:</b>	Sequoia MBT Lead
<b>Pay Band:</b>	Band 8a
<b>Responsible to:</b>	Peter Spavin – Sequoia Clinical Lead
<b>Base:</b>	Primarily home based. Work base - TBC – with travel to other locations in Bristol, North Somerset and South Gloucestershire.
<b>Hours:</b>	Part time 18.75 with flexible working. Contract up to 10/12 months depending on hours

### Organisational chart:



*(The Sequoia Tree Service will be delivered in partnership with a Voluntary, community and social enterprise (VCSE) partner organisation, the above organogram show just AWP staff)*

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## Our vision:

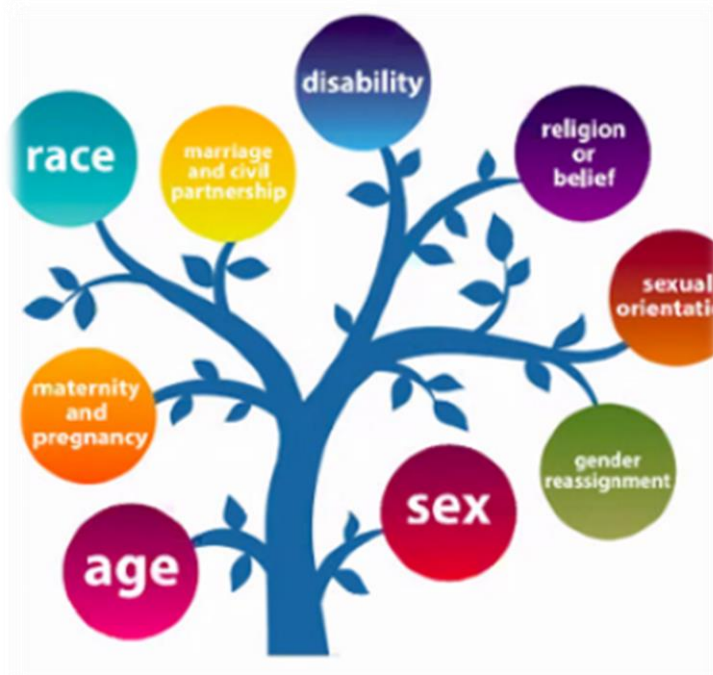
The Sequoia Tree Service aka 'Sequoia' provides holistic support for people with mental health difficulties associated with Personality Disorders inclusive of Complex Emotional Needs (CEN) across BNSSG. The service promotes wellness and safety and will continue to grow to meet the needs of those within our community (please see Sequoia Tree Service Summary for more information).

## Key Local Information:

We are looking for an experienced MBT practitioner to help bring **Sequoia** to life. Sequoia is a brand new service for people with Complex Emotional Needs. The successful applicant will be joining the Clinical Lead and the rest of the small team to begin to build the service from scratch.

Diversity makes us stronger, we encourage applicants from a broad range of backgrounds. We are building a team that is diverse in all areas and communities; we will employ people who those communities can identify with. We will employ people with 'lived-experience' of mental health conditions and people living with disabilities. We think about intersectionality both to understand our service user group and to inform our staffing model.

### Visual Representation of Intersectionality:



### As a service we ask that you will:

- Be excited about doing things differently
- Want to deliver a service that has people at the heart of it and, for the people it will help in our area.
- Work alongside others to set up and run a service that builds on our vision and our values.
- Take forward, with us, the valuable work we have already done together

- Know what matters to, and what helps people with complex emotional needs/personality disorders.
- Know the places and systems of exclusion in our area and work to change them.
- Fight for equity in all that we do and use, and promote the use of, language that helps this.

**You won't:**

- Have all the answers or be on your own.
- Repeat what has been done before that has been unhelpful or damaging.
- Be passive when it comes to inequality.

**Main Duties:**

**Collaboration:**

The vision for the Sequoia is the product of an innovative collaboration between Experts by Experience, Avon and Wiltshire Partnership Trust (AWP), Voluntary community and social enterprises (VCSE) and the Integrated Care Board (ICB) within Bristol, North Somerset and South Gloucestershire (BNSSG).

The successful applicant will have the challenge of helping to build a service within AWP in collaboration with VCSE partners - Rethink. The team will be inclusive, recovery focused, highly motivated and will hold the needs of the people of BNSSG at the centre of all that they do. They will work across primary and secondary care services and develop strong relationships with colleagues. They will support the development of the new service and bring creativity and innovative thinking.

**Co-production**

Co-production between the multi-disciplinary team and experts by experience is at the heart of the organisations in service planning, delivery and review; with paid lived experience roles in varying levels of seniority within the team.

**MBT Lead 8a Role**

AWP lead on the DBT and MBT group offers within Sequoia. These groups will be both online and in person, depending on the needs of the population. This role is leading the MBT aspect of Sequoia, as well as contributing to the rest of the service. You will lead on the triage of referrals, support conversations (assessments) and post-group reviews. You will have an oversight of the MBT offer and alongside the clinical lead. You will use a test and learn approach to improve it. You will be involved with the data collection and analysis from the group.

You will also be involved in other group work and delivering training. You will liaise with our partner agencies. You will be well organised and keep good clinical records.

**Flexibility**

As a service we will need to be flexible to the needs of the Service Users we serve. We will also be flexible to the needs of our staff. The service will allow staff to work flexibly and in return staff will offer flexibility over when they deliver interventions. To begin with the service will operate between Monday – Friday 9-5 and the medium term vision is to work Monday – Friday 8am – 8pm, with flexible hours within this, depending on service users' needs.

**Staff wellbeing**

The service will be supportive of our staff and responsive to staff's need. All staff will be offered a Workplace Wellbeing Plan. Working with intense emotions is often challenging and this is why Sequoia will have excellent supervision and training for all staff built into the model. The service is planning to start in North Somerset and then expand to South Gloucestershire and Bristol, in a phased approach. Staff will have a focus on certain geographical areas but should be prepared to travel within BNSSG as needed.

**Summary**

The Sequoia Tree Service is an incredibly exciting project, which has the permission to do things differently. We welcome dedicated people from all backgrounds who would like to join us on this journey. Please do get in touch before applying.