



A MENTAL HEALTH SOCIAL MOVEMENT

8-10 WEST STREET, OLD MARKET, BRISTOL, BS2 0BH · 0808 808 9120
REGISTERED CHARITY #1085351 · OTRBRISTOL.ORG.UK

Job Pack **Head of Talking Therapies**

Thank you for your interest in this role, please find below some information to help you decide if you would like to apply. In the interests of equality CVs will not be accepted, so please apply via the website. Applicants will be assessed on their ability to meet the criteria listed in the Person Specification.

The closing date for this role is **02/06/2024 at 11.59pm** and interviews will be held on week commencing **17/06/2024**. Candidates shortlisted for interview will be informed by email - we are not able to offer individual feedback to unsuccessful candidates.

To have an informal discussion about the role, contact **recruitment@otrbristol.org.uk**

Role Summary

Job Title	Head of Talking Therapies
Salary	OTR Band D Starting salary £39,367 - £41,846 (depending on experience)
Hours	37.5
Contract	Permanent
Leave	Flexible - our basic entitlement is 28 days (pro rata). However, OTR operates a flexible leave policy and you are entitled to request as much leave as you would like and need.
Pension	With The People's Pension - up to 3% employer contribution on qualifying earnings
Location	Based at OTR, 8-10 West Street, St Philips, Bristol, BS2 0BH and in locations across Bristol and South Glos.
Accountable to	Director of Services
Job Purpose	<ul style="list-style-type: none"> ● To be responsible and accountable for the Talking Therapies teams, supporting high quality delivery of Talking Therapies services and service development in line with national guidance and local plans. ● To deliver high-quality services through the management and deployment of resources within a defined budget internally to the core Therapies Services and assigned to targeted services such as Zazi, Freedom and North Somerset Teams. ● To provide high quality line management of Managers, Leads and staff within the portfolio ensuring all staff receive clinical and managerial supervision, are suitably trained, and have regular PDRs. ● To offer weekly group supervision and one-to-one support and supervision where appropriate. ● To act as clinical and safeguarding lead. ● To ensure systems are in place to safeguard people who access services in line with OTR's Safeguarding procedures. ● To take responsibility for managing the delivery of all relevant contracts and grant agreements relating to therapy services ensuring that all performance and reporting requirements are met. ● To develop and spread best practice consistent with the OTR delivery philosophy and mission. ● To develop a service that best meets the needs of young people across Bristol and South Gloucestershire. ● To liaise and develop meaningful collaborations and relationships with schools across Bristol and South Gloucestershire.
Key Relationships	<ul style="list-style-type: none"> ● CEO ● Director of Services ● Director of Health and Education ● Head of Finance ● Head of People and Culture ● OTR Team Managers ● OTR staff and volunteers ● Service Administrators ● External Agencies ● Sirona CIC and AWP CAMHS ● Exeter University CYP-IAPT Programme

Role Description

Supervision	<ul style="list-style-type: none"> ● To facilitate peer-led, multidisciplinary group and one-to-one supervision according to the needs of OTR volunteers, staff and clients. ● To offer supervision across a diverse team comprising staff, volunteers and students with different modalities, roles, skills and experiences. ● To promote the use of Routine Outcome Measures and 360 evaluations. ● To attend regular clinical supervision with an approved Clinical Supervisor. ● To attend regular operational performance supervision with the CEO.
Risk and Safety	<ul style="list-style-type: none"> ● To proactively implement OTR's risk and safety policy, supporting practitioners to embrace risk thoughtfully and positively. ● To proactively implement and operationalise OTR's safeguarding policies and procedures. ● To act as the de facto safeguarding lead for all relevant project staff, ensuring at-risk children and young people are flagged and supported consistent with local protocols and internal policies and procedures. ● To oversee, support and be responsible for any onward referral of OTR clients to statutory services where appropriate. ● To ensure contemporaneous and accurate record keeping of all clients on IAPTus, particularly those flagged as at-risk. ● To report all critical incidents to the CEO.
Management	<ul style="list-style-type: none"> ● To manage a team of staff made of a portfolio of modalities. ● To manage a Services Assessment Manager leading on Triage and Assessment practitioners and volunteer therapists ● Recruitment and induction of new practitioners. ● To monitor service performance and ensure contractual requirements are being met. ● To cultivate an inclusive team culture that promotes plurality and a strong awareness of the services and skills available within and outside OTR. ● To be flexible and diverse to the changing needs of the population and respond creatively and appropriately. ● To lead on ensuring that all mental health and wellbeing services reporting to you are proactively tackling inequalities and that individuals using our services reflect the diversity of our local communities. ● To support the Director of Services in management of the contract AWP, Sirona CIC and Bristol and South Gloucestershire CCGs and Local Authorities.

General

- To engage in training and development appropriate to the role
- To commit to the core values of OTR, including young people's empowerment and participation.
- To work within the spirit and framework of all OTR policies, governance, and delivery philosophy and to keep up to date with relevant training and professional development, especially in relation to Equality, Participation, Confidentiality, Vulnerable Adults and Child Protection and Safeguarding.
- To ensure all paper and electronic personal records are managed and stored safely at all times.
- To respect and maintain the confidentiality of all staff, volunteers and young people at OTR internally and with external agencies.

Person Specification

	Essential	Desirable
Education & Qualifications	<ul style="list-style-type: none"> • Recognised professional qualification in counselling and psychotherapy (Therapists) or; Wellbeing Practitioner qualification. • Evidence of ongoing professional development. 	<ul style="list-style-type: none"> • Accredited or working towards accreditation with a recognised professional body (UKCP, BACP, MBABCP). • A recognised qualification in clinical supervision. • An additional recognised qualification supervising to CYP-IAPT principles and frameworks (or training towards this).
Experience	<ul style="list-style-type: none"> • Demonstrable experience working with young people with complex needs. • Leadership and management experience • Experience supervising practitioners working with young people. • Experience managing people and service delivery. • Experience of managing safeguarding, confidentiality and risk. • Experience of multi-agency working and a clear commitment to partnerships. 	<ul style="list-style-type: none"> • Experience of working in the voluntary sector. • Experience of clinical audit. • Experience of electronic case management software. •
Knowledge	<ul style="list-style-type: none"> • Good working knowledge of local services for young people, safeguarding and health care pathways. • An excellent understanding of anti-oppressive practice and equalities issues. • Working knowledge of a range of therapeutic modalities. • Working knowledge of the adult and CYP IAPT. 	<ul style="list-style-type: none"> • Good working knowledge of routine outcome measures and the ability to turn practice into evidence. • Able to use significant knowledge and broad skills and abilities as a senior manager to lead and model good practice to guide and supervise managers. • An understanding of the causes of inequalities and experience of developing innovative solutions and services to meet emerging needs

Skills & Abilities	<ul style="list-style-type: none"> ● Ability to effectively supervise and engage formatively with practitioners across psychodynamic, CBT, person centred and solution focused modalities. ● Excellent management skills with the ability to lead a diverse team with a range of needs and skills. ● Excellent organisational skills and the ability to prioritise and manage a demanding workload. ● Ability to engage critically with the work and the field of mental health. ● The ability to negotiate and apply ethics in practice. ● Strong IT skills. 	<ul style="list-style-type: none"> ● Highly motivated and positive individual that is passionate about positive mental health and wellbeing ● Clear communicator who can work alongside stakeholders in many different contexts
Personal Qualities	<ul style="list-style-type: none"> ● Resilient; able to model good self care. ● Values led with a personal commitment to equality, diversity, social justice and change. ● A strong personal interest in and commitment to the mental health and wellbeing of children and young people. 	<ul style="list-style-type: none"> ● Empathetic individual who can work alongside others in a compassionate and non-judgemental manner.

About us

OTR is a mental health social movement by and for young people. The charity is at an exciting stage of its 59-year history and is proud to be reaching more young people than ever before (over 20,000) across Bristol, South Gloucestershire, and North Somerset with creative and diverse mental health and wellbeing info and support.

Our approach to mental health is grounded in a set of beliefs and assumptions that underpins all of our work. We believe in celebrating diversity, empowering and mobilising young people to make change, and that catering to the unique strengths, interests and circumstances surrounding young people is key. Our approach centres on collaboration and partnership, building relationships between individuals, peers and communities.

Each day is as engaging and fulfilling as the last, and with a network of supportive, community minded people, we hope you'll feel welcome here. As a thank you, we like to compensate our employees for the important work they do with a range of benefits including a flexible leave policy (38 days), healthcare cost assistance with HealthShield, flexible and hybrid working arrangements, enhanced sick pay, parental leave, continual training and development, free yoga and reiki, and more (subject to contractual terms and conditions).

At OTR, whatever your role or professional background, you will be expected to work in a way that is anti-oppressive and inclusive. A key focus for OTR is to develop an organisation that is inclusive for all but we do not claim to be experts in this. We are committed to continuous learning and improvement in these areas and invite you to join us on this journey.

OTR recognises the benefits to individual practice and organisational credibility of having a diverse community of staff and volunteers and to this end is continually working towards building and maintaining an environment which values and pursues diversity accordingly.

We recognise that tackling systemic inequality, prejudice, racism and oppressive practice requires each of us to actively engage, self-examine and make changes where necessary, in order to improve access and equitable experience for all in society and all of those who come through our doors at OTR.

What We Believe	What We Value	How We Behave
<ul style="list-style-type: none"> ● We believe that our offer should be inclusive of all cultures and identities ● We believe that young people have unique strengths, interests and circumstances ● We believe that the world around us impacts our wellbeing ● We believe in placing young people at the heart of our work ● We believe in innovating and evolving to improve our offer for young people ● We believe that relationships are what make the difference ● We believe in the power of partnerships 	<ul style="list-style-type: none"> ● Collaboration ● Diversity ● Learning ● Sharing ● Participation ● Self-efficacy ● Self-care ● Transparency ● Agency ● Creativity ● Social Action ● Pragmatism 	<ul style="list-style-type: none"> ● We're accommodating ● We're integrated ● We're thoughtful ● We're supportive ● We're open ● We're resourceful ● We're resilient ● We're communicative ● We're independent ● We're imaginative ● We're motivated ● We're adaptable