



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**

### **Young Persons Therapist (11-18, Next Link Plus)**

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 an equal platform for all applications 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.

We are operating a rolling application process, meaning that we will shortlist and interview as and when candidates apply. Recruitment will be closed when the positions are filled, so we recommend that you submit your application as soon as possible to avoid disappointment.

To have an informal discussion about the role, contact **Susannah Horowitz** - [susannah@otrbristol.org.uk](mailto:susannah@otrbristol.org.uk)

### **Role Summary**

<b>Job Title</b>	Young Persons' Therapist and Link Worker (11-18, Next Link Plus)
<b>Salary</b>	OTR Band B+  Starting salary £26,099 (pro rata)
<b>Hours</b>	Flexible, 15 to 37.5 hrs per week. Candidates must be available to work Wednesdays and one evening per week.
<b>Contract</b>	Permanent
<b>Leave</b>	Flexible - our basic entitlement is 38 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.
<b>Pension</b>	With The People's Pension - 3% employer contribution on total salary
<b>Location</b>	Based at OTR, 8-10 West Street, St Philips, Bristol, BS2 0BH. Candidates must be willing and able to frequently travel to locations across Bristol.
<b>Accountable to</b>	Team Manager (Schools and Outreach)
<b>Job Purpose</b>	<ul style="list-style-type: none"><li>• To offer therapy (all modalities considered) to young people aged 11-18 who are affected by domestic abuse.</li><li>• To offer therapy to young people impacted by trauma and/or PTSD as a result of domestic abuse.</li><li>• To link young people into other mental health and wellbeing services if they are not suitable for therapy, or once their invention has ended.</li><li>• To work closely with Next Link practitioners who support the young peoples' parent(s) and ensure support is joined up.</li><li>• To upskill Next Link colleagues to better support young people experiencing mental health difficulties and improve their knowledge of services within the city.</li><li>• To build sustainable relationships with community organisations that support young people and refer young people on to these when needed.</li></ul>

**Key Relationships**

- Team Manager, Schools and Outreach
- CEO and Management Team
- OTR teams and Membership Team
- Clinical Supervisor
- Young People
- Next Link practitioners and managers
- Relevant external services

**Role Description****Therapeutic skills**

- Assess and deliver, under supervision, outcome focused, evidence-based interventions to children and young people experiencing mental health difficulties as a result of domestic abuse.
- Working in partnership, support children and young people experiencing mental health difficulties and their families in the self-management of presenting difficulties.
- Work in partnership with children, young people and families in the development of plans for the intervention and agreed outcomes.
- Support and empower children, young people and families to make informed choices about the intervention.
- Operate at all times from an inclusive values base, which recognises and respects diversity.
- Accept referrals in discussion with Next Link, OTR and Clinical Supervisor.
- Undertake accurate assessment of risk to self and others.
- Adhere to the service referral protocols. Under supervision, signpost unsuitable referrals to the relevant service as necessary.
- Through close case management and supervision, escalate cases where the level of need is beyond scope, or becomes more severe, ensuring adherence to other relevant elements of service delivery.
- Provide a range of information and support for evidence based psychological treatments. This may include guided self-help. This work may be face-to-face, by telephone or via other media.
- Manage a caseload of young people who have been affected by domestic abuse..
- Deliver occasional skills groups with the support of a colleague.
- Attend multi-disciplinary meetings relating to referrals or CYP in treatment, where appropriate.
- Keep coherent records of all activity in line with service protocols and use these records and outcome data to inform decision making. Complete all requirements relating to data collection.
- Assess and integrate issues relating to transitions, education and training/employment into the overall therapeutic process.
- Work within a collaborative approach involving a range of relevant others when indicated.
- Work in collaboration with children, young people and communities to enhance and widen access.

**Link Engagement**

- To link young people into other mental health and wellbeing services if they are not suitable for therapy, or once their intervention has ended, in partnership with colleagues from Next Link, and parents/carers where appropriate.
- To build relationships with partner agencies that support young people's wellbeing and mental health. Engage community organisations and promote the work of OTR and its services for young people.
- Work to proactively support young people into other services, rather than simply signposting them.
- Upskill Next Link practitioners regarding relevant services for young people at OTR and across the city.
- Work with partners to promote a network of support around a young person rather than working with them in isolation.

<b>Professional</b>	<ul style="list-style-type: none"> <li>• Ensure the maintenance of standards of practice according to the employer and any regulating bodies, and keep up-to-date on new recommendations/guidelines set by the relevant departments.</li> <li>• Ensure that confidentiality is protected at all times (within the limits of safeguarding).</li> <li>• Ensure clear objectives are identified, discussed and reviewed with supervisor and senior colleagues on a regular basis as part of continuing professional development.</li> <li>• Participate in individual performance review and respond to agreed objectives.</li> <li>• Keep all records up to date in relation to Continuous Professional Development and personal development plans, maintain up to date specialist knowledge of latest theoretical and service delivery models/developments.</li> <li>• Attend relevant conferences/workshops in line with identified professional objectives.</li> </ul>
<b>General</b>	<ul style="list-style-type: none"> <li>• To engage in training and development appropriate to the role.</li> <li>• To commit to the core values of OTR, including young people's empowerment and participation.</li> <li>• 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.</li> <li>• To ensure all paper and electronic personal records are managed and stored safely at all times.</li> <li>• To respect and maintain the confidentiality of all staff, volunteers and young people at OTR internally and with external agencies.</li> </ul>

## Person Specification

	<b>Essential</b>	<b>Desirable</b>
<b>Education &amp; Qualifications</b>	<ul style="list-style-type: none"> <li>• A recognised counselling qualification, at least to diploma level. Accredited by the British Association of Counselling and Psychotherapy or the UK Council for Psychotherapy.</li> <li>• Experience of working with young people affected by domestic abuse.</li> </ul>	<ul style="list-style-type: none"> <li>• Psychology or other health/social care/youth related undergraduate degree.</li> <li>• Other relevant postgraduate degree.</li> <li>• Basic Cognitive Behavioural Training.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Demonstrable experience of working with children and/or young people, and families, in a mental health setting.</li> <li>• Evidence that you can develop and maintain robust partnerships with organisations; this will include effective communication.</li> <li>• Evidence of multi-agency working.</li> <li>• Proven and demonstrable experience of delivering therapy to children and young people in a 1:1 setting.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working to agreed targets and demonstrating outcomes.</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Knowledge of child and adolescent development and the impact trauma has on this.</li> <li>• Knowledge of trauma informed, systemic and positive behaviour approaches with children.</li> <li>• Understanding of systems and contexts in which children and young people are likely to live.</li> <li>• Demonstrate an understanding of common mental health problems experienced by</li> </ul>	<ul style="list-style-type: none"> <li>• Able to identify common mental health problems in children and young people.</li> <li>• Understand why it is essential to use evidence-based interventions when possible.</li> <li>• Understand why collecting feedback from children, young people and parents is important.</li> <li>• Understanding of the i-Thrive model.</li> </ul>

	<p>children &amp; young people, and some theoretical models of support for these.</p> <ul style="list-style-type: none"> <li>• Knowledge of mental health issues affecting young people who have experienced domestic abuse.</li> <li>• Knowledge of issues young people face accessing support for mental health difficulties, particularly when they have experienced domestic abuse.</li> <li>• Knowledge of services and their offer in the city.</li> <li>• Demonstrable knowledge of health and care systems and structures.</li> </ul>	
<b>Skills &amp; abilities</b>	<ul style="list-style-type: none"> <li>• Computer literate.</li> <li>• Excellent verbal and written communication skills, incl. telephone skills and use of internet based communication.</li> <li>• Able to develop good therapeutic relationships with young people.</li> <li>• Able to develop good professional relationships with colleagues inside and beyond child and adolescent mental health services.</li> <li>• Demonstrable ability to work independently and to self-start.</li> <li>• Excellent networking, motivational and influencing skills.</li> <li>• Outstanding organisational skills.</li> <li>• Responsive to and willing to ask for feedback and supervision.</li> <li>• Able to attend the formal training as required.</li> <li>• Able to integrate training into practice.</li> </ul>	<ul style="list-style-type: none"> <li>• Received training on (either formal or through experience) and carried out risk assessments within scope of practice.</li> </ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• Patience, a sense of humour, integrity and emotional courage.</li> <li>• High level of enthusiasm and motivation.</li> <li>• Excellent organisational and self-management skills.</li> <li>• Ability to use supervision and personal development positively and effectively.</li> <li>• Able to work under pressure.</li> <li>• Regard for others and respect for individual rights of autonomy and confidentiality.</li> <li>• Ability to be self-reflective in personal and professional development and supervision.</li> <li>• Resilient; able to model good self care.</li> <li>• Values led with a personal commitment to equality, diversity, social justice and change.</li> <li>• A strong personal interest in and commitment to the mental health and wellbeing of children and young people.</li> </ul>	<ul style="list-style-type: none"> <li>• Fluent in languages other than English.</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Access to transport and a willingness to travel across Bristol.</li> <li>• Willing and able to work one early evening shift per week (e.g. 11:30 to 19:30) to</li> </ul>	<ul style="list-style-type: none"> <li>• Driving Licence and access to appropriate transport.</li> </ul>

accommodate seeing young people who are in school. Specific working days and hours are to be confirmed.

## About us

### What We Believe

- 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

### What We Value

- Collaboration
- Diversity
- Learning
- Sharing
- Participation
- Self-efficacy
- Self-care
- Transparency
- Agency
- Creativity
- Social Action
- Pragmatism

### How We Behave

- 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