

Job Description

Post Title	Therapy Assistant/Co-Therapist (Research)
Directorate	Research & Innovation
Responsible to	Clinical Supervisor
Accountable to	Clinical Supervisor

Job Summary/Purpose

The sessional based post-holder will work on the Culturally-adapted Family Intervention (CaFI) research study. CaFI is a multi-site Randomised Controlled Trial (RCT) of a 'talking treatment' for African and Caribbean service users diagnosed with schizophrenia spectrum disorders and their families. People of African and/or Caribbean origin (including people who identify as Black British, Black African, Black Caribbean or Mixed heritage) are more likely to be diagnosed with schizophrenia or other types of psychosis than other ethnic groups in the UK. National Institute for Health and Care Excellence (NICE) highlight a need for Culturally-adapted psychosocial interventions for these groups.

The sessional based post-holder will work under the guidance of a qualified Lead Therapist, Supervisor, and the CaFI research team to deliver the novel family intervention as part of a research study. The post-holder will deliver a minimum of 10 x 1-hour CaFI therapy sessions within 26 weeks (per family unit) through online, or in person, or a combination of the two (sessions can be completed during/outside working hours depending on the participants and therapists availability). The post-holder will work with service users aged 14 and older and their families in inpatient and community settings across the Trust footprint. The post-holder will contribute to session planning, scheduling therapy appointments, preparing therapy materials and delivering and evaluating therapeutic activities.

This flexible position can be completed alongside current roles or as Continuing Professional Development (CPD). We welcome applications from all communities. Candidates from African and Caribbean backgrounds and/or experience of working in these communities are encouraged to apply.

Main Duties & Responsibilities

Heading	Duty/Responsibility
Clinical	<p>To undertake and progress the CaFI therapy with service users and their carers jointly with the Lead Therapist.</p> <p>To assist Lead Therapist in the assessment of service users and families' needs.</p> <p>To encourage and motivate service users and carers to achieve their therapy goals.</p> <p>To deliver appropriate activities in accordance with the CaFI protocol, site supervisor and therapist guidance.</p> <p>To be responsible for the welfare of service users/carers participating in therapy, reporting any changes in their condition, behaviour or ability to the Lead Therapist, site supervisor, nursing staff, CaFI Trial Manager, or other professionals as appropriate.</p> <p>To explain and ensure understanding of relevant treatment precautions to service users as detailed in the protocol.</p> <p>To conduct relevant risk assessments under the guidance of the Lead Therapist.</p>
Training and Supervision	<p>To develop skills and competencies that assist in the delivery of current duties by completing mandatory training for the post.</p> <p>In common with all CaFI therapists, to receive regular clinical supervision in accordance with professional practice guidelines and the study protocol.</p>
Management, recruitment, and service development	<p>To assist in the implementation of the project within the services as appropriate within the remit of the role.</p> <p>To attend project meetings as and when relevant.</p>

IT responsibilities	<p>To collect clinical activity and outcome data and appropriate statistical information as required.</p> <p>To edit, prepare and print therapy resources using standard Microsoft Office software (e.g. MS Word).</p>
General	<p>To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes, in consultation with the post-holder's professional and team/operational manager(s)</p> <p>To maintain the highest standards of clinical record keeping and report writing in accordance with professional codes of practice and Trust policies and procedures.</p> <p>To prepare test materials and visual aids as required.</p> <p>To undertake specific administrative duties as required.</p> <p>To perform other duties of a similar kind appropriate to the grade, which may be required from time to time by their manager.</p>
Working environment	<p>To undertake group and/or 1-1 work with vulnerable clients and their families. Occasionally being at risk of verbal and physical aggression and hostility.</p>
Trust Mandatory On-going Requirements - to be met by the candidate after commencing in post, these will not be assessed at the recruitment stage	<ul style="list-style-type: none"> • To undertake any other reasonable duty, when requested to do so by an appropriate Trust manager. • To understand and comply with all Trust policies, procedures, protocols and guidelines. • To understand the Trust's Strategic Goals and how to support them. • To understand the need to safeguard children and vulnerable adults and adhere to all principles in effective safeguarding. • To carry out all duties and responsibilities of the post in accordance with Equal Opportunities, Equality and Diversity and dignity in care/work policies and principles. • To avoid unlawful discriminatory behaviour and actions when dealing with colleagues, services users, members of the public and all stakeholders. • To access only information, whether paper, electronic, or in another media, which is authorised to you as part of the duties of your role. • Not to communicate to anyone, inside or outside the NHS, information relating to service users, staff, contractors or any information of a commercially sensitive nature, unless done in the normal course of carrying out the duties of the post and with appropriate permission. • To maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately, appropriately and kept up to date.

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| | <ul style="list-style-type: none"> • To ensure their day-to-day activities embrace sustainability and reduce the impact upon the environment by minimising waste and maximising recycling; saving energy; minimising water usage and reporting electrical faults, water leakages or other environmental concerns to the facilities department or their line manager. • Take reasonable care of the health and safety of yourself and other persons. • To contribute to the control of risk and to report any incident, accident or near miss. • To protect service users, visitors and employees against the risk of acquiring health care associated infections. • To take responsibility for your own learning and development by recognising and taking advantage of all opportunities to learn in line with appraisal and supervision. |
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Further Information for Post-holder(s)

This job description is not exhaustive, but is intended to give an overall picture of the role. Other duties within the general scope of the post may be required from time to time. The duties of the post and job description can be reviewed through the agreed process. All information obtained or held during the post-holder's period of employment that relates to the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.

All Trust sites have been designated no-smoking areas. The post-holder is therefore advised smoking is not permitted within the hospital premises or grounds or whilst representing the Trust in the course of their duty. While the Trust will not discriminate in relation to employing smokers, all prospective employees should be aware of this policy

Person Specification

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Essential Criteria - The qualities without which a post-holder could not be appointed.	Desirable Criteria - Extra qualities which can be used to choose between candidates who meet all the essential criteria	How Assessed – AF = Application form IN = Interview OA = Other Assessment
Education / Qualifications - to be able to complete the duties as laid out on the Job Description		
Minimum of 5 GCSEs or equivalent		AF
Achieved or working towards a relevant qualification e.g. Qualification Credits Framework (QCF) Diploma Level 3 in Health & Social Care or a Foundation	A good honours degree in a relevant subject (e.g. Psychology BSc).	

Degree in Rehabilitation or equivalent.		
Experience - to be able to complete the duties as laid out on the Job Description		
<p>The post-holder should:</p> <p>Have experience of working with people diagnosed with psychosis, or people at high risk of developing psychosis in roles such as: Support Worker, Healthcare Assistant, Rehabilitation Assistant, Assistant Psychologist.</p>	<p>Experience of the application of psychological principles in health or social settings, preferably through work within a clinical psychology department.</p> <p>Experience of working with service users from African/Caribbean backgrounds.</p> <p>Experience of mental health research.</p>	AF IN
Knowledge - to be able to complete the duties as laid out on the Job Description		
<p>The post-holder should have:</p> <p>Knowledge regarding psychological approaches to psychosis.</p>	<p>Knowledge of research ethics and governance procedures.</p> <p>Knowledge about Family Intervention.</p> <p>Knowledge about mental health challenges in African and Caribbean communities.</p>	AF IN
Skills and Abilities - to be able to complete the duties as laid out on the Job Description		
<p>The post holder should have:</p> <p>Good IT skills e.g. skills in using spreadsheets, database, word-processing, e-mail, and video conferencing software (e.g. MS Teams, Zoom).</p> <p>Good interpersonal skills e.g. ability to communicate effectively with people from different backgrounds.</p> <p>Ability to work collaboratively as a team member, including liaising with a variety of personnel within healthcare, social services and community settings.</p> <p>Ability to work effectively with clients who may have difficulty engaging with mental health services.</p>		AF IP

<p>Ability to manage periods of prolonged concentration in client sessions and during computing tasks.</p> <p>Ability to move equipment (including case files, self-help materials, audio-visual equipment) between office base and other work settings as needed.</p> <p>Ability to demonstrate an interest in and enthusiasm for working with people with psychosis.</p> <p>Ability to work to professional guidelines.</p>		
Other Requirements - to be able to complete the duties as laid out on the Job Description		
<p>Able to communicate effectively with young people and adults who are experiencing psychosis.</p> <p>Able to communicate effectively (verbally and in writing) with relatives, carers, and a range of healthcare professionals.</p> <p>Willingness to complete mandatory training.</p> <p>Reliable method of travel. There may be a requirement to travel across the wide footprint of the Trust and University of Manchester to attend meetings and events relevant to the role.</p>		

The Trust will consider any reasonable adjustments to the recruitment and selection process and to employment for applicants who have protected characteristics under the Equality Act 2010.

Drawn up by:

Designation:

Date: