



**Lincolnshire Partnership**  
NHS Foundation Trust

**JOB DESCRIPTION**

Dialectical Behaviour Therapist

**Reviewed**

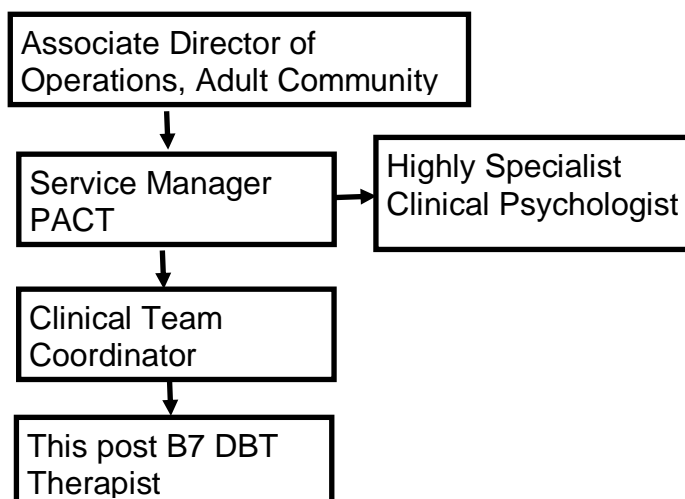
February 2024

# LINCOLNSHIRE PARTNERSHIP NHS FOUNDATION TRUST

## Job Description

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| <b>1. Job Details</b>   |
| <p><b>Job Title:</b> Dialectical Behaviour Therapist</p> <p><b>Pay Band:</b> Band 7</p> <p><b>Reports to (Title):</b> Clinical Team Coordinator – Personality and Complex Trauma Service</p> <p><b>Accountable to (Title):</b> Highly Specialised Clinical Psychologist and DBT Team Leader – Personality and Complex Trauma Service</p> <p><b>Location/Site/Base:</b> Hub in Lincoln, based at closest CMHT base to home address, with hybrid working but expectation of countywide travel</p>   |
| <b>2. Job Purpose</b>   |
| <p>The post holder will be responsible for working autonomously as a DBT therapist with an identified caseload and collaboratively within both the wider team and the DBT consult. Within the role the person will be responsible for assessment and formulation, risk assessment and safety planning as well as delivering adherent DBT therapy and contributing to the delivery and effectiveness of structured clinical management.</p> <p>A core part of the pathway is to develop a trusting, validating, non-judgemental, compassionate relationship. Key to this is offering consistency, reliability, and explicit limits within the relationship. Every interaction seeks to promote the person's autonomy and self-efficacy. Hours will notionally be 37.5 hours per week to be divided between 5 sessions Mon to Fri 9am to 5pm.</p> <p>The successful candidate will be expected to take an active lead in the DBT Consult, design of service-user information materials, routine clinical audit and training at an introductory level. They will liaise with a wide range of both statutory and non-statutory agencies to provide creative packages of care as part of the Community Mental Health Transformation.</p> |
| <b>3. Nature of the Service</b>   |
| <p>The Personality and Complex Trauma service offers psychologically informed interventions and 'talking therapy', for people who are currently living with complex 'personality difficulties', which are designed to give greater control over emotions, enabling more fulfilling relationships and help to understand more about themselves.</p> <p>We are a dedicated team of professionals from backgrounds including psychology, nursing, social work and occupational therapy who are trained in working with people with personality difficulties. Our guiding principle is to work with people, so that together we can support them make positive changes.</p> <p>The team works in partnership with carers, other members of the multi-disciplinary team and community agencies, providing a range of options to access support in improving areas of life that are important to the person.</p>  |

#### 4. Organisation Chart



#### 5. Duties

- To provide highly specialised assessments and formulations for people with severe difficulties with emotional regulation leading to high risk self harm as a persistent survival strategy, pervasive difficulties in interpersonal relationships and sense of self, through a trauma informed lens understanding what has happened to the person, how they have learned to survive and what it might be like engaging in treatment, incorporating thorough risk formulation and collaborative safety planning.
- To ensure that packages of care are communicated and implemented according to individualised care and support planning.
- To deliver a range of specialist interventions for clients with personality disorder including: DBT, SCM, These models of treatment will be delivered as individual therapy and skills group
- To exercise full responsibility and autonomy for the treatment of and discharge of clients whose problems are managed within the Personality and complex trauma service, using the individualised care and support planning to ensure communication with all services involved with the client, (i.e. GPs, and carers).
- To ensure that all members of the Personality and complex trauma service as well as other local services have access to psychological therapy models for understanding and working with clients with personality difficulties.
- To provide advice and consultation to all teams within LPFT.
- To provide specialist advice in managing relational difficulties that may include hostility and aggression, self-harm and suicidality,.
- To participate in the development of evaluations of the personality and complex trauma service.
- Report all complaints and or incidents in accordance with Trust procedures and ensure that the line manager is informed.
- To support the understanding and use of models of recovery both within the Personality and complex trauma service and to staff outside the team working with individuals with personality difficulties
- To provide specialist expert opinions on risk assessment and management for clients with personality difficulties to all teams in LPFT.
- To provide specialist expert consultation, liaison and supervision to other teams and professionals working with clients with personality difficulties to assist with the development of formulations, care plans, and appropriate interventions.
- To provide appropriate advocacy for clients and their carers to ensure the provision of care and treatment.
- To make highly skilled evaluations and decisions about treatment options taking into account the DBT and SCM models of treatment, developmental issues and risk management. To

consider the influence of the social network and social situation of the client in making these decisions.

- To liaise with multi disciplinary leadership team for the personality and complex trauma service and the wider community of Psychological therapies staff within LPFT
- To create complex psychologically informed formulations based upon specialist multi-dimensional assessments to guide the development of treatment pathways for the client with personality difficulties and/or their carers.
- To maintain confidentiality in line with Trust policy at all times.
- To ensure that the formulation is guided by the appropriate evidence based psychological models available to understand the needs of the clients.
- Use of a range of questionnaires and interviews which require specialist training to administer and interpret.
- To provide clinical supervision to specialist practitioners in the personality and complex trauma service and clinicians and support staff across the Lincolnshire System
- You may occasionally be asked to undertake such other duties that are deemed necessary in order to support business continuity within the Trust. This will only include tasks where you are appropriately trained.

## **6. Skills Required for the Post**

### **Communication and relationship skills**

- To communicate highly complex and sensitive information in an empathic and sensitive manner
- To ensure that this sensitive and complex information is communicated to other agencies and teams in an appropriate manner.
- Communicate clearly and concisely in both written and verbal forms.
- To ensure that complex and difficult information, often around issues of abuse, harm to others, child protection, or diagnosis of personality disorder, is communicated effectively with sufficient care given to high levels of distress, hostility, and concerns about confidentiality.
- To question concerns in a prompt, direct and responsible manner with the appropriate person.
- Respond politely and in good time to complex and/or unusual requests which may be encountered from those people with a personality disorder.

### **Analytical and judgment skills**

- The post holder will undertake assessments and be required to analyse and make judgments on highly complex and often contradictory information from a range of sources, including mental health, housing, probation, and social services, as well as independent sector services.

### **Planning and Organisational skills**

- Planning and organisation of a broad range of complex activities or programmes, some of which are ongoing, which require the formulation and adjustment of plans or strategies
- Ability to work under pressure
- Completed clinical audits within a service

### **Physical skills**

- Keyboard and computer skills

## **7. Responsibilities of the Post Holder**

### **Responsibilities for direct/indirect patient care**

- Develops specialised programmes of care/ care packages

- Provide specialised advice concerning care
- Assesses, develops & implements specialist psychological interventions; provides advice in specialist area

#### **Responsibilities for policy and service development implementation**

- To participate in the development and delivery of a high quality psychological services which are responsive to the needs of clients and their carers.
- Initiate and develop new ideas and methods in consultation with the senior staff.
- Be proactive in monitoring practices within the team and suggest new ways of working to the senior staff.
- Actively contribute to the development and review of policies and procedures based upon best practice.
- To participate in the implementation and operation of information technology systems within the team.
- Work alongside staff to continually improve and maintain high standards.

#### **Responsibilities for financial and physical resources**

- To use computers to write reports and record data.
- Authorised signatory for small cash/financial payments

#### **Responsibilities for human resources (including training)**

- Be responsible for maintaining own development through active use of supervision, annual appraisal processes and participation in appropriate training (agreed by manager).
- To provide supervision and appraisals for staff within the personality and complex trauma service
- To provide specialist advice, consultation and training to staff working within the personality and complex trauma service and other Trust wide services on their provision of psychological based interventions to improve experience of people accessing services
- Attend all statutory and additional training sessions/team building days as requested by the project managers and principal investigators
- Taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of psychology and related disciplines
- To ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes.

#### **Responsibilities for information resources**

- To ensure the highest standards of clinical record keeping including electronic data entry and recording, report writing, and the responsible exercise of professional self-governance in accordance with professional codes of practice being accreditable by the Society for Dialectical Behaviour Therapy and the requirements of registration for own professional organisations and Trust policies and procedures
- Assist regularly with the collection, collation and analysis of data and information, including statistical information and to provide support in the preparation of reports, academic papers and lecturer presentations.
- To ensure data entry into RIO for the purposes of audit and outcome evaluation.
- To provide reports, presentations, and documents using Word, PowerPoint, statistical packages, Access and Excel where relevant.
- To participate in the development of appropriate web based information sites and interventions for clients with personality disorder.

#### **Responsibilities for research and development**

- To evaluate and critically assess the evidence based literature, providing new information to the team and wider services.

- To regularly disseminate research and audit findings to collate outcome evaluations for the development of good practice.

## 8. Freedom to Act

Is guided by general health, organisational or broad occupational policies, but in most situations the post holder will need to establish the way in which these should be interpreted.

## 9. Effort & Environment

### Physical effort

- The ability to frequently sit in a restricted position for long periods during appointments travel between work bases, including at night and in hazardous driving conditions.
- Use of VDU.

### Mental effort

- Frequent requirement of intense concentration when undertaking assessments with individuals in a one to one setting.
- The ability to maintain prolonged and intense concentration and to multi-task during client meetings and when compiling reports

### Emotional effort

- Frequent exposure to highly emotional circumstances and highly distressed clients.
- Ability to cope with highly distressing or highly emotional circumstances relating to clinical cases.

### Working conditions

- The ability to deal with frequent episodes of aggressive and challenging behaviour and verbal aggression.
- Willingness to work in diverse settings including hospitals, clinics and client's homes
- Willingness to work in conditions where there may be exposure to cigarette smoke and unsanitary conditions

## 10. Equality and Diversity

All staff through their behaviours and actions will ensure that our services and employment practices are respectful of individual needs and differences including those characteristics covered by the Equality Act 2010 (Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex and Sexual Orientation).

## 11. General

You must uphold the Trust's Purpose, Vision and Values:

**Our Vision-** To support people to live well in their communities.

### Values

**Compassion-** Acting with kindness

**Pride-** Being passionate about what we do

### Behaviours

Treating people with respect, showing empathy and a desire to be helpful.  
Paying attention to others and listening to them.  
Responding appropriately, being mindful of the language we use to do this.

Challenging poor practise.

**Integrity-** Leading by example

Being a patient and carer advocate.  
Recognising and praising good care.

Doing what I say I am going to do.  
Being honest.  
Taking responsibility for my actions.

**Valuing everybody-** Using an inclusive approach

Supporting every person however different to me to achieve their best.  
Challenging discrimination and supporting others to understand why it is everybody's business to do this.  
Recognising and challenging my own assumptions.

**Innovation-** Aspiring for excellence in all we do

Using service improvement methodology.  
Learning with people who use our services, research, best practise and evidence.  
Sharing the learning internally and contributing to research where relevant.

**Collaboration-** Listening to each other and working together

Working in partnership to promote recovery, supporting and encouraging independence.  
Working as one team.  
Valuing lived experience as an equal partnership.

In addition you must:

- Highlight concerns in accordance with the Trust's Whistleblowing Policy where it is felt poor practice or general wrong doing has not been dealt with appropriately. Staff may make such disclosures without fear of criticism or retribution.
- Maintain an awareness of information governance and information security related issues and ensure compliance with LPFT Records and Information Policies.
- Participate in performance review, supervision and undertake mandatory training and personal development as required of the post
- Take personal responsibility for your own Health and Safety at work in accordance with Trust Policies and Procedures, in particular Security, Health and Safety and Risk Management
- Be committed to safeguarding and promoting the welfare of children, young people, vulnerable adults and people experiencing domestic abuse, both as service users and visitors to Trust premises. All staff have an absolute responsibility to safeguard and promote the welfare of children and adults. The post holder, in conjunction with their line manager, will be responsible for ensuring they undertake the appropriate level of training relevant to their individual role and responsibilities. They must be aware of their obligation to work within and do nothing to prejudice the safeguarding policies of the Trust.
- This job description is not exhaustive and as a term of employment you may be required to undertake such other duties as may reasonably be required.

# PERSON SPECIFICATION

|                       |  | JOB REQUIREMENTS   |   |
|-----------------------|--|--|---|
|                       | ESSENTIAL  | DESIRABLE  | HOW ASSESSED<br>(E.g. Application Form,<br>Interview Test, Reference<br>etc.) |
| <b>Qualifications</b> | <ul style="list-style-type: none"> <li>A recorded/registered qualification in one of the following at graduate level in nursing, social work, occupational therapy, arts therapy or within a psychological therapy.</li> <li>Trained in Dialectical Behavioural Therapy Intensive Training to post graduate diploma level</li> <li>Would meet accreditation criteria for the Society For Dialectical Behaviour Therapy</li> <li>Evidence of Continuing Professional Development and willingness to continue this</li> </ul>  | <ul style="list-style-type: none"> <li>DBT-Pe/TF-DBT</li> <li>Other relevant psychological therapy training</li> </ul>   | Application Form<br>Interview   |
| <b>Experience</b>     | <ul style="list-style-type: none"> <li>Significant experience of delivering individual DBT within a DBT team with weekly consultation.</li> <li>Experience of working with a wide variety of client groups, across the whole life course presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems.</li> <li>Experience of exercising full clinical responsibility for client's psychological care and treatment, as a professional care co-ordinator and within the context of multidisciplinary teams.</li> </ul> | <ul style="list-style-type: none"> <li>Experience of working in other related fields, CMHT, CAMHS, Neuropsychology, learning disability, personality difficulties</li> <li>Research, evaluation and audit skills.</li> </ul> | Application Form<br>Interview   |



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| <b>Skills &amp; Competences</b> | <ul style="list-style-type: none"> <li>• Knowledge and skill in the use of complex methods of psychological assessment interventions</li> <li>• Knowledge and skill in the delivery of theory and practice of specialised psychological therapies</li> <li>• Knowledge and skill in the practice of a wide range of psychological interventions in the treatment of patients with a broad range of mental health problems, such as PTSD, OCD, anxiety, depression, eating disorders, within the context of a diagnosis of Personality Disorder.</li> <li>• Ability to transfer complex concepts to individual levels. Ability to transfer problem solving, communication and personal development skills to individual client needs and abilities.</li> <li>• Ability to develop excellent therapeutic relationship with service users.</li> <li>• Good interpersonal skills in working with interdisciplinary teams.</li> <li>• Ability to communicate, both verbally and in writing, highly clinical and sensitive information to service users, medical professionals, families, carers and other professionals within and outside the NHS Trust</li> </ul> | <ul style="list-style-type: none"> <li>• Evidence of continuing Professional development</li> </ul> | Application Form<br>Interview |
| <b>Special Requirements</b>     | <ul style="list-style-type: none"> <li>• Approachable/organised/self-motivated/flexible/reliable/a team player.</li> <li>• Able to work independently</li> <li>• Committed to personal and team development.</li> <li>• Ability to travel independently across the county without the use of public transport</li> <li>• Demonstrate understanding of acceptance and commitment to the principles underlying equal opportunities</li> </ul>  |   |                               |