



Blended On-line CBT Practitioner

Job Description

Job Title:	Blended On-line CBT Practitioner
Hours:	18 hours per week – to be delivered over two weekdays with availability for one evening per week (up to 7pm) if required
Salary:	£14.56 per hour (Level 3 diploma in Counselling or CBT recognised equivalent, with registration with an independent professional body). Up to 6% pension contribution available.
Contract:	Fixed Term Contract to 31 st March 2026.
Holiday:	25 days per annum pro rata
Responsible to:	Mid & North Powys Mind's Development Manager
Based in:	Home and office based

Mid & North Powys Mind is committed to equality of opportunity, to being fair and inclusive, and to being a place where all belong. Therefore, we particularly encourage applications from individuals who are under-represented in the social care workforce. These include people from Black, Asian and minority ethnic backgrounds, disabled people, people with lived experience of poor mental health and individuals from the LGBTQIA+ community.

Job Purpose

CBT stands for Cognitive Behavioural Therapy. CBT is based on the concept that your thoughts, feelings, physical sensations and actions are interconnected, and that negative thoughts and feelings can trap you in a vicious cycle. Using different methods and tools, you can learn to improve these negative thinking patterns. CBT focuses on your thoughts and feelings now, rather than issues from your past.

Blended On-line CBT provides up to 6 sessions of one-to-one phone, video call or in-person support to people aged 16 years and over in the Powys area, to help people improve their mental health and wellbeing, using an online tool called Silver Cloud.

Silver Cloud, is an online space that offers a range of modules based on Cognitive Behavioural Therapy (CBT) to empower the person to develop skills to more effectively manage their psychological wellbeing.



The Practitioner will provide someone to talk to, encouragement and motivation and advice on navigating the Silver Cloud platform; the tools and coping strategies within it.

The key functions of this post are:
Specific

1. To be responsible for a caseload of people undertaking the Blended Online CBT Service.
2. To confidently and effectively navigate online systems and databases.
3. To have an in-depth knowledge of Silver Cloud's online modules, and relate module content to the person's needs.
4. To follow an agreed Silver Cloud pathway i.e. depression, set by the GP or referring practitioner (self-referred or internally referred people's pathways are set by ourselves).
5. To offer an initial (50 mins) session of support followed by five fortnightly sessions.
6. Provide one-to-one support either by phone, video call or in-person to people aged 16 years and over living in Powys. The support will provide:
 - Empathic responses - Responses that convey understanding and empathy for the person's feelings, general life and their situation.
 - Self – efficacy statements that will prompt the person to engage in the positive behaviours they have learnt as part of their service journey.
 - Task prompting - Encourage and prompt the person to complete the next steps of the Silver Cloud pathway they are on.
7. To provide support that is person-centred, that encourages people to take small steps and regain control of their thinking patterns and lives using Silver Cloud's CBT techniques.
8. To help and support people to access other services where appropriate.
9. To work closely with the Silver Cloud team at Powys Teaching Health Board, local GPs and Primary Care Services.
10. Work closely with the whole Mid & North Powys Mind team and other external organisations, building and maintaining excellent working relationships and ensuring a seamless 'team around the person' approach.
11. To be mindful of possible Safeguarding and other risk concerns, reporting any concerns to your Manager straight away and following our Safeguarding Policy and Powys Teaching Health Board risk procedures.
12. To be available to support people into the evening one day per week (up to 7pm), although this will not always be required and based on demand.
13. To use the PHQ9 & GAD7 assessment tools and follow set service evaluation procedures.



14. To actively promote the service to local agencies and attend occasional community events to promote the service.
15. Any time not filled with Blended service delivery or promotional work will be spent delivering our providing one to one support within Mid & North Powys Mind's Adult One-to-one Support Team.
16. To take referrals for the Blended Online CBT service from other Powys providers at times of high demand, working together as an effective Powys-wide team to minimise waiting times.
17. To accurately and efficiently manage all administration processes.
18. To deliver an effective service to meet set Service Level Agreement targets.
19. To undergo any training relevant to the role either internally or externally.
20. To carry out any other tasks as reasonably required by management.
21. Working to our Guiding Principles (or values) – below
22. Ability to work as part of a team and to work on own initiative.
23. To work within the policies and procedures of the Organisation

Person Specification

Experience & Qualifications

- As a minimum, a Level 3 diploma in Counselling or CBT recognised equivalent.
- At least 12 months' experience of working face to face with the public, some of whom may present as emotionally upset from time to time and be experiencing mild-moderate mental health difficulties.
- 6 months of providing mental health/wellbeing services.
- Excellent organisational and communication skills.
- Excellent IT skills and experience.

Knowledge

- Knowledge of the Cognitive Behaviour Therapy approach and how this may improve psychological wellbeing.
- A clear understanding of the issues around confidentiality, risk and information sharing.

Essential Qualities

- Ability to reflect, learn, adapt and make changes
- Ability to work on own, set own priorities and take initiative
- Ability to work creatively with others within the local context
- Ability to work within a team
- Ability to support people to access information and resources



- Ability to advocate on behalf of others
- Ability to network and build good working relationships with a wide range of agencies
- Ability to act responsibly to ensure the safety of self and others, including a thorough understanding of duty of care and the involvement of specialist services
- Ability to manage administration and evaluation procedures using computerised systems
- Ability to listen actively and with empathy
- Ability to travel within the district (expenses are paid)

Desirable Qualities

- Willingness to learn or ability to speak Welsh.
- Relevant experience within the voluntary sector.
- NVQ level 3 Health & Social care or equivalent (or a willingness to undertake this if contracts are extended)

We work to the following Guiding Principles

- The person decides what matters
- Only do work which is of value to the person
- Decisions are made in the work. This means decisions being made at the frontline by staff / managers / senior managers who learn how things work, and remove barriers to achieving the purpose of people living their lives their own way.
- Staff feel trusted and safe in their organisation
- Expertise is made available at the first point of entry to meet demand. This involves putting staff with the right skills and knowledge in frontline support teams for understanding and addressing the problems members bring.
- To “Pull and not Push” – that is, pull in the right thing for the citizen (rather than refer or signpost the person on). It means taking responsibility to engage with the staff member or agency that you are pulling, to ensure they do the things that matter to the person
- Get it right first time for the person or obtain good information and knowledge in discussions before pulling in the person or agency who can provide the right response at the right time in the right place.
- Work to the choices of the person who will make the final decision about the actions to take.

Recruitment is done in line with safe recruitment practices.