



A MENTAL HEALTH SOCIAL MOVEMENT

8-10 WEST STREET, OLD MARKET, BRISTOL, BS2 0BH · 0808 808 9120
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Job Pack

Youth Mental Health Practitioner (CIOT)

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 **Sunday 12th April 2026 at 11.59pm**. 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 **Zach Evans** – zach@otrbristol.org.uk

Role Summary

Job Title	Youth Mental Health Practitioner (CIOT)
Salary Grade	OTR Band B+ Starting salary £26,882
Hours	37.5 per week 1.0 fte
Contract	Permanent
Leave	Flexible - our basic entitlement is 32 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 Campbell House, Montague Place, Bristol, BS2 8HR - CAMHS Intensive Outreach Team; CIOT and at OTR, 8-10 West Street, Old Market, BS2 0BH)
Reporting To	Team Manager (NHS Partnerships) CIOT Service Manager and UCAT Team Manager
Job Purpose	- To work with children and young people across Bristol and South Gloucestershire up to their 18th birthday with the CAMHS Urgent Care Assessment Team (UCAT). - Work in partnership with CAMHS to offer an intensive package of support and treatment to children and young people who are experiencing a mental health crisis necessitating intensive community support. - Where clinically indicated, to form part of an additional package of support to a young person's Community CAMHS team, or to facilitate step down care for a young person being discharged from inpatient care. - Working with children and young people with complex mental health needs. To support young people who may present with psychological difficulties such as; emotional dysregulation, self-harm, anxiety, low mood, suicidal ideation and active planning to end their life. Being able to openly and sensitively talk about these issues in a non-judgmental and informative manner is a crucial part of the role. - The team will provide an intensive, flexible, community based approach and work closely with a wide range of other professionals and agencies in order to provide joined-up interventions in order to support this high risk, vulnerable group of young people. In some instances this may involve supporting families. - This post will involve working as a Youth Mental Health Practitioner as part of the wider multidisciplinary team. Working in partnership with UCAT, and working autonomously with a small but intensive caseload. In collaboration with NHS colleagues, safety planning, care planning, assessing risk, assessing mental state, planning and implementing interventions within a treatment pathway are all integral parts of the role. - To provide signposting support for young people to other services, groups and projects (both within and outside of OTR). This could include structured group work, 1:1 therapy or more health promotion focused groups such as yoga, gardening etc.

Key Relationships

- The wider UCAT & CIOT team, including your supervisor, team manager and service manager.
- OTR staff.
- Young people, families and carers.
- Other Tier 3 CAMHS Services, including locality services and inpatient units.
- Western General Hospital, Bristol Childrens Hospital, Bristol Royal Infirmary and Southmead Hospital.
- External partners and stakeholders.

Role Description

Interventions	• To assist UCAT CAMHS clinicians, who hold clinical responsibility, in engaging and providing a collaborative package of care for young people requiring intensive outreach. This varies depending on the needs of the young person. • To provide information, assessment and signposting to young people and their family/carers presenting with mental health problems/needs in community and acute hospital settings. • To develop a therapeutic alliance with young people and in some cases their family. To talk to young people, listen to their needs and offer treatment and support in line with this. • To support CAMHS clinicians to provide and undertake assessments, including risk assessments of referred young people in both acute (hospitals) and community settings. • To formulate, plan and provide specific interventions for young people and their families, as agreed by the therapy teams assigned to support them. • To encourage the identification of strengths and resilience factors in young people. • To engage in monthly anti-oppressive reflective practice sessions within the UCAT & CIOT team. • To provide reports and communicate in a skilled and sensitive manner concerning the assessment, formulation, treatment plans and needs of young people and their families. • To liaise with other health, social care and education staff, from a range of agencies, regarding the care provided to young people from each service. • To carry out work in a wide variety of settings, including young persons homes, schools and community settings to best meet the young person's needs. • To carry out work autonomously and to hold responsibility for a small but intensive caseload, with the support and guidance of UCAT CAMHS clinicians, partnership lead and organisational managers. • To ensure that the wider services of OTR are signposted, accessed and utilised by the young person that you support where appropriate.
Training	• To carry out statutory / mandatory training whilst working with your manager/s to identify areas of training need and continue to develop skills in these and other areas through internal training, shadowing other services and attending external training courses where appropriate. • To provide advice and consultation, where appropriate, to other health, social care, voluntary sector and education staff working with young people on your caseload.
Service Development	• To contribute to the development, evaluation, implementation and monitoring of the operational policies of UCAT.
Research and Evaluation	• To utilise theory, literature and research to support evidence based practice in individual and family work and with other team members and inter-agency colleagues.

Other

- To ensure the development and maintenance of the highest personal and professional standards of practice, through active participation in clinical supervision, reflective practice, appraisal, training and development programmes.
- To represent OTR at all opportunities.
- To work flexibly and with initiative to meet the core aims of service delivery to children, young people and their families.
- To maintain the highest standards of record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with Service and Partner's policies and procedures.
- To maintain up to date knowledge of legislation, national and local policies and issues of relevance to the service and young person.
- To undertake such other duties and responsibilities, appropriate to the grade of the post, as may be agreed with the partnership lead. This may include supporting UCAT staff carrying out hospital assessments, coordinating daily shifts and supporting with the running of the CAMHS Emergency response line (support will be given to feel confident in carrying out such roles/only required to support with running the response line when there are staff shortages).
- To attend OTR, Community CAMHS, Inpatient CAMHS, and discipline specific meetings as agreed by CAMHS and OTR Management.
- To work occasional weekends (9-5) (this is currently paused, but may resume in the future, and 8-4 shift co-ordination shifts at CIOT (Campbell House). Rotas agreed a minimum of 4 weeks in advance).

Person Specification

	Essential	Desirable
Education & Training	Evidence of mental health training.	A relevant degree or professional qualification in psychology, social work, mental health nursing, youth work or an allied health profession.
Experience	Proven experience working with children and young people in a health or social care setting (minimum one year).	Experience working in a multi-disciplinary team.
Knowledge	- Good knowledge of young people's mental health and wellbeing. - Demonstrable knowledge of health and social care systems and structures. - An understanding of anti-oppressive practice.	
Skills & Abilities	- The ability to work independently and as part of a multidisciplinary team. - The ability to engage young people in meaningful therapeutic alliances. - The ability to set clear boundaries and be consistent. - The ability to assess and engage positively with risk.	The ability to deliver brief therapeutic interventions.
Anti Oppressive Practice	- A commitment to being an agent of social change. - To respect young people regardless of who they are and what they believe. - A commitment to educating yourself about social issues and to be culturally competent. - A commitment to making mental health support accessible to all people.	
Personal	- A deep personal commitment to the emotional health and wellbeing of children and young people. - A commitment to the aims, values and ethos of OTR. - Patience, a sense of humour, integrity and emotional courage. - Resilience and resourcefulness around one's own wellbeing.	

Other	• Driving licence and access to car or willingness to utilise pool cars	
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About OTR

OTR is a mental health social movement by and for young people. The charity is at an exciting stage of its 60-year history and is proud to be reaching more young people than ever before (over 17,000) across Bristol, South Gloucestershire, and North Somerset with creative and diverse mental health and wellbeing information and support.

Our approach to mental health is grounded in a set of beliefs and assumptions that underpins all 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, healthcare cost assistance with HealthShield, flexible and hybrid working arrangements, enhanced sick pay, parental leave, continual training and development, and many in-house events and initiatives.

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, to improve access and equitable experience for all in society and all of those who come through our doors at OTR.

What we value:

- **Championing Humanity:** valuing the inherent dignity of each and every person, supporting and celebrating expression of identity in all its forms
- **Being Curious:** taking an interest in how things work and could be improved, noticing and exploring perceptions and experiences whether collective or individual
- **Positive Disruption:** naming systems, structures, and attitudes that hinder supportive social change, seeking ways to overturn barriers to progress
- **Seed Sowing:** with an eye to the potential of the long term, seizing present moments and opportunities to set in motion shifts to benefit young people
- **Deeply Rooted:** carefully developing systems and processes that ensure our operations are secure, safe and dependable, supporting effective communication and making accountability clear

What we believe:

- Our offer should be inclusive of all cultures and identities
- Young people have unique strengths, interests and circumstances
- The world around us impacts our wellbeing
- Placing young people at the heart of our work
- Innovating and evolving to improve our offer for young people
- Relationships are what make the difference
- The power of partnerships