



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

CYP High Intensity CBT Practitioner (MHST)

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 **09/08/2026 at 11.59pm** and interviews will be held on week commencing **17/08/2026**. 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 shanade@otrbristol.org.uk

Safeguarding

OTR is committed to safeguarding and promoting the welfare of children and young people. We expect all staff, trustees, and volunteers to share this commitment.

As part of our Safer Recruitment practices, all roles involving contact with young people will be subject to robust pre-employment checks, including references, a full employment history, and an enhanced Disclosure and Barring Service (DBS) check. Where applicable, overseas criminal record checks will also be required.

We are dedicated to creating a culture of vigilance, transparency, and accountability. Our safeguarding procedures are guided by the principle that the welfare of the child is paramount, and all staff are required to adhere to OTR's Safeguarding and Child Protection Policy.

Role Summary

We're excited to be recruiting for a High Intensity CBT therapist to join our Mental Health Support Team (MHST). You'll work within OTR as part of a multidisciplinary team delivering, under supervision, high-quality; outcome-informed, focused, evidence-based interventions for children and young people experiencing anxiety and depression.

Job Title	CYP IAPT High Intensity CBT Practitioner
Salary	OTR Band C Starting salary £30,940
Hours	37.5 per week
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 OTR, 2 Horfield Road, St Michael's Hill, Bristol, BS2 8EA, but with regular travel across OTR's geographical footprint - Bristol, North Somerset, and South Glos. (BNSSG)
Job Purpose	The HI CBT practitioner will work within MHST, be employed by OTR as part of a team delivering, under supervision, high-quality, outcome-informed, focused, evidence-based interventions for children and young people experiencing anxiety and depression, within the education system.
Key Relationships	• Team Manager • CEO and Management Team • Clinical Supervisor • Young People • Applicable external services.

Role Description

Therapeutic Skills	● Assess and deliver, under supervision, outcome focused, evidence-based interventions to children and young people experiencing mild to moderate mental health difficulties. ● Working in partnership, support children and young people experiencing mild to moderate 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 within agreed national and local protocols. ● 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. ● Adhere to an agreed activity contract relating to the overall number of children and young people contacts offered, and sessions carried out per week in order to improve timely access and minimise waiting times. ● 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.
Supervision	● Prepare and present case load information to supervisors within the service on an agreed and scheduled basis, in order to ensure safe practice and the governance obligations of the trainee, supervisor and service are delivered. ● Respond to and implement supervision suggestions by supervisors. ● Engage in and respond to personal development supervision to improve competences and practice.
Professional	● 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. ● Ensure that confidentiality is protected at all times. ● Ensure clear objectives are identified, discussed and reviewed with supervisor and senior colleagues on a regular basis as part of continuing professional development.

	• Participate in individual performance review and respond to agreed objectives. • 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. • Attend relevant conferences/workshops in line with identified professional objectives.
General	• To engage in training and development appropriate to the role • To commit to the core values of OTR, including young people's empowerment and participation • 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. • To ensure all paper and electronic personal records are managed and stored safely at all times. • To respect and maintain the confidentiality of all staff, volunteers and young people at OTR internally and with external agencies.

Person Specification

	Essential	Desirable
Education & Qualifications	• HI CBT qualification • Evidence of numeracy.	• Psychology or other health/social care/ youth related undergraduate degree. • Other relevant postgraduate degrees.
Experience	• Experience of working with children and/or young people, and families, in a mental health setting (equivalent to 2 years' full time).	• Experience of working to agreed targets and demonstrating outcomes.
Knowledge	• Knowledge of child and adolescent development and the role of the family in supporting children and young people's emotional well-being. • Understanding of systems and contexts in which children and young people are likely to live. • Demonstrate an understanding of common mental health problems experienced by children & young people, and some theoretical models of support for these.	• Able to identify common mental health problems in children and young people. • Understand why it is essential to use evidence-based interventions when possible. • Understand why collecting feedback from children, young people and parents is important.
Skills & Abilities	• Ability to evaluate and put in place the skills gained during training. • Computer literate. • Excellent verbal and written communication skills, incl. telephone skills and use of internet based communication. • Able to develop good therapeutic relationships with clients. • Able to develop good professional relationships with colleagues inside and beyond child and adolescent mental health services. • Responsive to and willing to ask for feedback and supervision.	• Received training on (either formal or through experience) and carried out risk assessments within scope of practice.
Training	• Able to attend the formal training as required.	
Personal Qualities	• Resilient; able to model good self care.	• Car driver and/or ability and willingness to travel to locations throughout the organisation.

- Values led with a personal commitment to equality, diversity, social justice and change.
- A strong personal interest in and commitment to the mental health and wellbeing of children and young people.
- Patience, a sense of humour, integrity and emotional courage.
- High level of enthusiasm and motivation.
- Excellent organisational and self-management skills.
- Ability to use supervision and personal development positively and effectively.
- Able to work under pressure.
- Regard for others and respect for individual rights of autonomy and confidentiality.
- Ability to be self-reflective in personal and professional development and supervision.
- Fluent in languages other than English.

About us

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