

# DBT Intensive Treatment Centre

## DBT Therapist

### JOB DESCRIPTION

**Responsible to:** DBT Clinical Manager  
**Days of Work:** Wednesday (for consult meetings), other 2 days negotiated with Clinical Manager  
**Hours of Work:** Full time FTE and by negotiation  
**Broad Objective:** DBT Therapist is a member of the DBT clinical team, providing high quality, evidence based treatment to eligible clients in a residential setting, working collaboratively in a team.

Key Accountabilities	Objectives	Task	Outcome
<b>Organisation</b>	To be committed to Te Tiriti O Waitangi	<ul style="list-style-type: none"> <li>Uphold the organisations Vision and Philosophy towards Te Tiriti o Waitangi.</li> <li>Liaise with Iwi as appropriate</li> </ul>	<ul style="list-style-type: none"> <li>Appropriate service delivery to Tangata Whaiora</li> <li>Improved bi-cultural practice.</li> </ul>
	To communicate with other health professionals and community agencies as appropriate.	<ul style="list-style-type: none"> <li>Liaise with other DBT staff</li> <li>Attend meetings</li> <li>Liaise with GP's and Golden Bay Community Hospital Staff as appropriate.</li> <li>Liaise with other external Mental Health Professionals               <ul style="list-style-type: none"> <li>- DHB referrers</li> <li>- Psychologists</li> <li>- Other Mental Health clinicians</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>That relevant information is appropriately shared to client wellbeing.</li> <li>Collaborative working relationships with other agencies are developed within the community.</li> </ul>
	To adhere to TWM policy and procedures	<ul style="list-style-type: none"> <li>Participate in meetings, training, supervision sessions and performance appraisals.</li> <li>Utilise TWM Administration systems appropriately.</li> <li>Electronic and hard copy information is kept current and accurate. Confidentiality is observed.</li> <li>TWM property and resources are treated with responsibility and care</li> </ul>	<ul style="list-style-type: none"> <li>Professional standards, boundaries and development, are maintained.</li> <li>The employee works within TWM Policies and Procedures</li> <li>Information is accessible, and confidentiality is appropriately maintained.</li> <li>Administrative tasks are completed in a timely fashion and to a professional standard.</li> </ul>

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<b>Health &amp; Safety</b>	To maintain a healthy and safe work environment.	<ul style="list-style-type: none"> <li>• Report any identified hazards.</li> <li>• Take responsibility (as far as is reasonably possible) for personal and professional safety while at work.</li> </ul>	<ul style="list-style-type: none"> <li>• Hazards are reported and managed</li> <li>• The work environment is safe.</li> <li>• Personal/professional safety is maintained.</li> </ul>
<b>Clinical/Clients</b>	To provide effective and quality DBT therapy for residential clients.	<ul style="list-style-type: none"> <li>• Provide individual therapy in adherence to DBT protocols.</li> <li>• Be available for clinical back-up/emergency response consultation to support staff on a regular basis.</li> <li>• Carry out risk assessments as required.</li> <li>• Facilitate DBT skills and/or community groups and DBT skills coaching.</li> <li>• Communicate regularly with other members of the residential treatment team to assure quality care and adherence to DBT principles.</li> <li>• Collaboratively develop and monitor an individualised treatment plan, assessments, case management, and discharge planning.</li> <li>• Network and liaise with other organisations and mental health professionals to coordinate and assist in a smooth transition of care.</li> <li>• Demonstrate cultural sensitivity and respect for the principles of the Treaty of Waitangi.</li> <li>• Maintain organisational quality assurance standards in conduct and documentation.</li> <li>• Provide information and prepare reports as required on Wild Bamboo.</li> <li>• Participate in regular supervision and training to maintain a high level of competence.</li> <li>• Participate in performance-based personnel review.</li> <li>• Keep up with requirements to maintain a professional licence.</li> <li>• Provide clinical support and supervision as needed.</li> </ul>	<ul style="list-style-type: none"> <li>• Clients achieve increased independence and experience improved quality of life.</li> <li>• Treatment meets the needs of the individual and is responsive to change.</li> <li>• Clients are aware of and able to access a number of resources.</li> <li>• The DBT team are kept well informed, and there is clear, accurate communication between and amongst the team.</li> <li>• The clients manage practical, day to day arrangements/appointments.</li> <li>• Family/ whanau is involved and included while the client is in TWM Residential DBT Programme.</li> <li>• Other clinicians (GP's, consultant psychiatrist) are well informed and have relevant, current information.</li> <li>• Reporting requirements are met</li> <li>• Documentation standards are maintained.</li> <li>• Professional Licence is maintained</li> <li>• Relationships maintained through networking</li> <li>• Other duties completed, if necessary.</li> <li>• Supervision and training are undertaken.</li> </ul>

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		<ul style="list-style-type: none"> <li>• Meet reporting requirements in a timely fashion.</li> <li>• Represent the programme, as delegated, in mental health networking circles.</li> <li>• Other duties, if assigned.</li> </ul>	
<b>Programme Structure</b>	<ul style="list-style-type: none"> <li>• To be an effective member of the DBT clinical day staff team</li> </ul>	<ul style="list-style-type: none"> <li>• Deliver programme elements to residents <ul style="list-style-type: none"> <li>○ Teach one skills class per week, co-facilitate other groups as coordinated in team meetings</li> <li>○ Skills coaching of clients</li> </ul> </li> <li>• Cover colleagues positions when needed</li> <li>• Clinical tasks related to coordinating care with other team roles (e.g. coaches, care coordinator, etc)</li> </ul>	<ul style="list-style-type: none"> <li>• Provision of DBT skills classes to residents as it's a key programme element</li> <li>• Ensure clinical services provided in effective and professional manner</li> <li>• Relationships with referrers, clients, DBT staff are built and maintained</li> </ul>
<b>Family/Whanau</b>	<p>To work inclusively with family/whanau**</p> <p>(** where client permission has been given)</p>	<ul style="list-style-type: none"> <li>• Develop a supportive and professional relationship with the family/whanau of Clients.</li> <li>• Be cognisant and understanding of family/whanau concerns and issues.</li> <li>• Discern the difference between the needs of family/whanau and those clients.</li> <li>• Maintain communication with Family/whanau. Identify opportunities for involving family/whanau.</li> </ul>	<ul style="list-style-type: none"> <li>• Family/whanau is included in decision making and involved in supporting their family member in achieving their goals whenever possible.</li> <li>• Increased Family/whanau involvement.</li> </ul>

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## DBT Therapist - Person Specifications

<p><b>Skills and Abilities</b></p> <p>Communication</p> <p>Supervision</p> <p>Team Work</p> <p>Networking/Relationships</p> <p>Administration</p>	<ul style="list-style-type: none"> <li>- Has excellent communication skills; written and verbal. Can communicate with people in a way that gains their trust and engagement. Can communicate professionally within the team, with colleagues in other areas of TWM, community agencies, and other health professionals.</li> <li>- Committed to receiving supervision as part of their professional development and best practice.</li> <li>- Understand the value, importance and challenges of (multidisciplinary) teamwork.</li> <li>- Able to develop and maintain professional relationships within the community at a level appropriate to the role.</li> <li>- Have a basic level of IT literacy, can complete required administrative tasks in a timely and professional way.</li> </ul>
<p><b>Aptitudes</b></p> <p>Professional</p> <p>Strengths/Solution Focus</p> <p>Flexibility</p> <p>Motivated/Passionate</p>	<ul style="list-style-type: none"> <li>- Works in a respectful and professional manner with all clients, members of staff, other professionals and members of the community.</li> <li>- Ability to problem solve through the use of strengths-based solutions to promote an excellent level of service.</li> <li>- Able to work on own initiative, flexible approach to changing priorities, environment and work demands.</li> <li>- Self-motivated and enthusiastic with a passion for mental health work.</li> </ul>
<p><b>Knowledge and Experience</b></p> <p>Relevant Training and/or experience</p>	<ul style="list-style-type: none"> <li>- Has relevant professional licence.</li> <li>- Has an understanding of, or willingness to learn, the implementation of Te Tiriti o Waitangi</li> <li>- Committed to a bi-cultural model of practice</li> </ul>

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