

A photograph of a woman with long brown hair, wearing a grey knit sweater, smiling warmly. She is in a therapy session, with a blurred figure of another person in the background. The image is overlaid with a semi-transparent blue circle containing the text.

# We're hiring a Cognitive Behavioural Therapist for our Corporate Talking Therapies

Candidate Information Pack

Making People Better

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# Vita Health Group Overview

## About Us

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**Our Purpose** – We are committed to making people better

**Our Vision** – To be the UK's leading healthcare provider of best in class physical and mental health solutions

**Our Values** – Our vision is underpinned by our values:



**Leadership** – we lead the way through innovation and continuous improvement



**People Centred** – we support, develop and value each other, so together we can make a difference



**Customer focused** – we are passionate about going above and beyond for our customers



**Quality** – we hold each other accountable and strive to deliver excellence



**Integrity** – we treat each other with respect and honesty

# The Role

## Cognitive Behavioural Therapist

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We are looking for a Cognitive Behavioural Therapist to join our team & work within our Corporate Psychological Therapy Service

You will provide virtual based therapy & case management for referrals from our Corporate and Insurance customers. This includes assessment and placement to the appropriate level within the service and monitoring a case from beginning to end, to facilitate a patient to maintain or return to their maximum level of functioning.

You will offer 1:1 CBT interventions via secure telephone or video link, as well as receiving weekly supervision & training as part of your role as well as providing peer supervision to other colleagues within the team.

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## Skills and Experience:

### Essential:

- Post graduate diploma in High Intensity Cognitive Behavioural Therapy
- BABCP accreditation or working towards BABCP accreditation
- Experience of dealing with a broad range of mental health disorders
- An understanding of acute mental health/psychological assessments
- Experience of risk assessment and routine clinical outcome monitoring
- Confident communication skills to liaise with other professional groups and multi-disciplinary teams

### Desirable:

- Other recognisable therapy qualifications i.e. EMDR, CYP's, DBT, CFT and other specialisms.
  - Have an awareness of occupational health: value being ensured to both occupational clients as well as to individuals
  - An awareness of working with private medical insurance
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**Role:** Cognitive Behavioural Therapist

**Salary:** £40,057-£46,725

**Bonus:** Up to £10,236 per year

**Hours:** 22.5-37.5

**Working Days:** Flexible - Monday to Friday

**Working Time:** Flexible. Between 08:00 - 20:00

**Location:** Remote working from home

# Our Mental Health Leadership Team

## Corporate Psychological Therapy Service

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Thank you for showing interest in joining our Psychological Therapy Service.

We are going through an exciting time of growth, providing our excellent clinical services to some of the UK's leading brands, employers & health providers. You will have the ability to work with a variety of patients from differing backgrounds. This could be an employee who would like to work towards getting back into the workplace after a period of sickness, or someone who has accessed the service for therapy via their Private Medical Insurer.

We have had great success in our mission of bringing together an amazing team of clinicians who regularly exceed expectations and this is the team we want you to join. As a remote service, we do our very best to make it feel like we're all

in the same office, holding a virtual staff room at all times, that you can dip in & out of when you have a spare 20 minutes as well as running regular coffee mornings for us all to catch up.

If you are a clinician looking for a new direction in your career and would like to work in an innovative service providing phenomenal outcomes to our patients, where you will be rewarded for going above & beyond, then we would welcome your application. I hope to meet you soon!



**Cathy Smith**

Head of Mental Health Operations



# Our Mental Health Leadership Team

## Corporate Psychological Therapy Service

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I am a Counselling Psychologist, CBT and CAT therapist and Mindfulness teacher and prior to joining VHG I worked in the NHS for 16 years, mainly in primary care psychological therapies services. I am passionate about clinical quality and have research interests in the development of therapeutic expertise, compassionate leadership and staff wellbeing. I feel incredibly fortunate to be working with such outstanding teams of clinicians both internally and across our Associate Network, as well as our support staff, all contributing to our mission to Make People Better!

I feel incredibly proud of the difference we make to our clients every day. Our operational model ensures quick access to therapy for our clients, with our clinical model giving choice of a range of psychological therapies appropriate to the individuals' presenting issue, for a therapy treatment length that allows clinical improvement to be realised. This means that both therapist and client feel a sense of achievement at the conclusion

of the therapy, and this responsive model of therapeutic delivery is reflected in our outcomes. I am proud to be able to work directly with our clinicians and clinical leaders in the service to ensure a culture of learning and development with opportunities for clinical progression. We make improvements to how we do things that are based on client and therapist experience in and out of the 'therapy room', as well as up-to-date evidence from therapy research, so supporting our therapists in developing their skills and knowledge is centrally important. This continual feedback loop is something that I have not witnessed in other services and allows us to work as a team to provide the best experience we can for our clients and our staff long term.



**Dr. Katy James**

Head of Mental Health Clinical

# People Services Team

Dedicated to health, wellbeing, freedom to speak up, compliance, equality, diversity & inclusion.

Vita Health Group has a dedicated team looking after health, wellbeing, compliance, equality, diversity, and inclusion. We recognise, acknowledge and value difference across all people and their backgrounds. We appreciate the importance of intersectionality, and that individuals will have their own unique experiences depending on their identities.

The People Services Team advocate courtesy and consideration and ensure that no one is belittled, excluded, or disadvantaged. We strive to implement a person-centred approach, where individuals feel valued and supported. The People Services Team start conversations, raise questions, share resources, and challenge for better.

**Alexander Tsoukaris**  
Team Leader



**Katy-Maria Di-lena**  
Practitioner - EDI



**Dean Owens-Cooper**  
Head of Service  
Lead Freedom to Speak Up Guardian



## Staff Networks

Vita Health Group recognise that our colleagues are our greatest resource and want to ensure they feel supported and happy to do their best for themselves and our patients.

One of the ways we advocate supporting our diverse colleagues is through facilitating the development of specific staff networks/working groups. These groups provide a safe space for discussion and offer support, whilst assisting in highlighting and addressing problems that under-represented and disadvantaged groups within our organisation may face.

We currently have six staff networks:

- Race Equality Network
- Diverse - Ability Network
- LGBTQIA+ Network
- Women in Vita Network (WITA)
- Carers Network
- Faith Network



# Library of Guidance

The People Services Team work to ensure best practice with toolkits, governance, and policies to support all colleagues. Works include but not limited to:

- **Mental Health and Wellbeing Support and Guidance**

Gain knowledge into how to manage day-to-day working life.

- **Wellbeing Action Plans**

Personalised tools to identify what

keeps us well at work. Open a dialogue with managers for them to better understand needs, and support colleagues to achieve their full potential.

- **Ramadan and Eid Guidance**

Support colleagues and provide education to improve understanding, be an ally, and act as a reminder to create an inclusive working environment.

# Freedom to Speak Up

As a company we want to know when things go wrong, ensure that lessons are learnt and opportunities to make improvements for colleagues, service users and customers are not missed.

We strive for a Speak Up culture where we speak up about anything that gets in the way of patient care, or that affects working life.

# People Compliance

Our dedicated People Compliance Officer works closely with HR, People Services and Freedom to Speak Up teams to undertake management of investigation processes end to end; ensuring all investigations are compliant with relevant legislation and conducted promptly, fairly, and thoroughly.

# Specialist Training

- **Disability Awareness**

Define and understand disability, common stereotypes around disability, enabling conversations and understanding reasonable adjustments.

- **Microaggressions**

Understand microaggressions and raise awareness while encouraging allyship & support for people who experience microaggressions.

- **Accessible Information Standard (AIS)**

Foster an understanding of the legal and contractual obligations of AIS and how to implement in clinical practice.

- **Aspire Programme – Leadership Certification**

Develop personally and professionally through the understanding of health, wellbeing, compliance, equality, diversity, and inclusion.



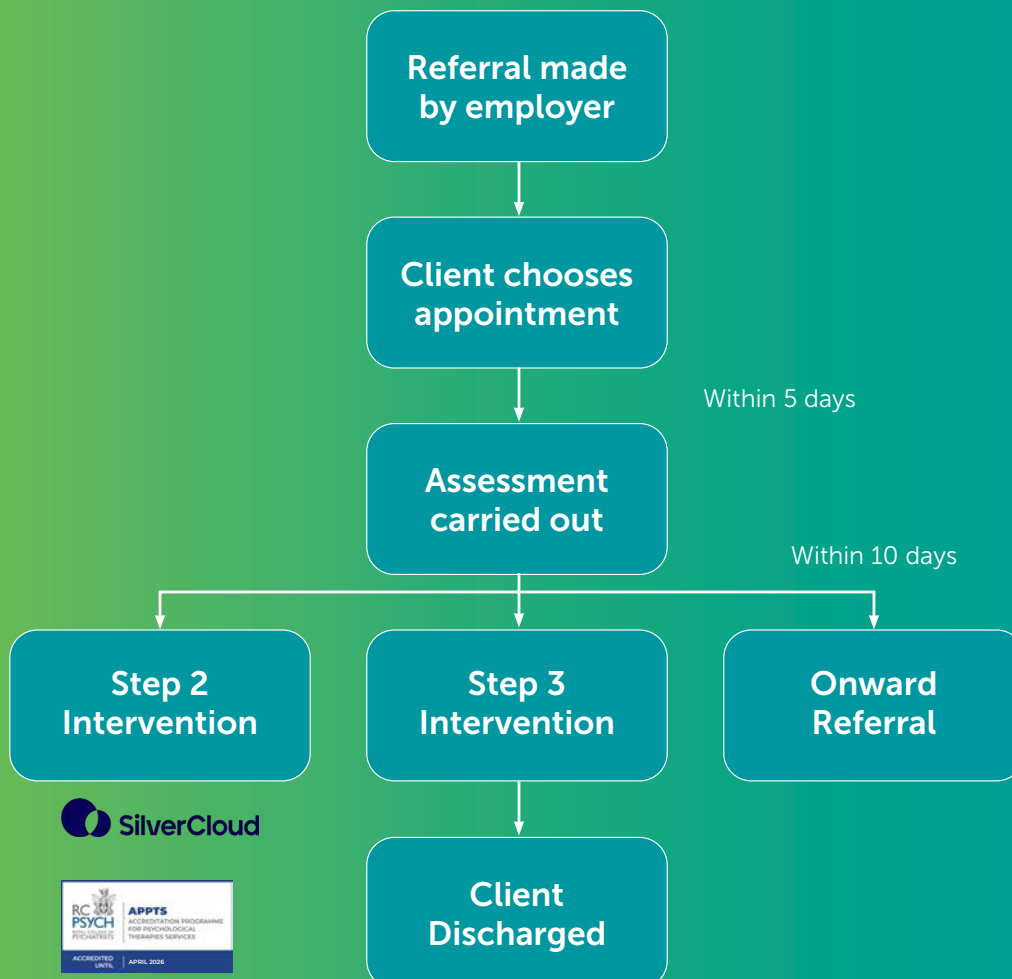
# Our Service

## Corporate Psychological Therapies: Overview

Our Psychological Therapies Service (PTS) is accredited by the Accreditation Programme for Psychological Therapies (APPTs) administered by the Royal College of Psychiatrists and The British Psychological Society.

We deliver tailored support and early, evidence-based interventions across the mental health continuum. We have Assistant Psychologists, Counsellors, Psychological Wellbeing Practitioners, Cognitive Behavioural Therapists, Psychologists & Psychiatrists delivering sessions via the Silvercloud cCBT platform, telephone, video and face to face sessions. We also continue to support a number of our therapists to undertake further training in order to conduct specialisms such as EMDR or CFT.

We buck the trend & pride ourselves on not having waiting lists and ensuring we are able to provide both assessments and subsequent treatment within days of referral & we see the value of this in high clinical recovery & completion and client satisfaction.



# Our Service

## Corporate Psychological Therapies: What our Customers & Clients say

Vita Health is fortunate to work with some of the UK's leading brands, employers & health insurance providers. They place enormous value on the services we provide to their employees & members and we truly work in partnership to understand their challenges and adapt solutions to meet their needs and make their employees better.

"Their strengths are their responsiveness overall, the quality of their advice and therapies, and the collaboration and partnership approach. We have our own senior, well-established clinical team within our own business, so we work very much in partnership with VHG, on a peer-to-peer basis. As an organisation they have a lot of strengths"

**Large Telecommunications  
Business Customer**



"Just wanted to say a massive thank you to all for all the support and especially to Leston who made me feel at ease from our first appointment. He always went out of his way to make sure the sessions were tailored to my needs and the issues in hand as well as exploring ways to manage these issues myself. He helped bring me from a point of completely low point to feeling more happier in life and providing me the tools that if I feel low again, I should be able to assist myself a lot better than previously. Thank you so much."

**Charity Client**

# Our Service in the past 12 months

Corporate Psychological Therapies:  
Making People Better

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**11,218**

Referrals to  
our Corporate  
Psychological  
Therapy Service

**98.8%**

Assessments  
conducted  
within 5 days



**92.4%**

Employees Returned  
to Work on Full  
Duties

**98.2%**

Treatment  
commenced  
within 10 days



**76%**

Clients in  
clinical recovery

**135**

Clinicians working  
directly in our service



# Awards

## Vita Health Group awarded prestigious accreditation for Corporate Psychological Therapies Services

Accreditation committee described service user feedback as outstanding and overwhelmingly positive. Vita Health Group's submission was so highly regarded that parts of it will be used as exemplars for other services

Dr Katy James, Head of Clinical Mental Health at Vita Health Group says, "To say the accreditation committee were impressed with the service feels like an understatement. Having our APPTS accreditation status confirmed for the next three years is recognition of the high-quality work that everyone at Vita Health Group contributes to. I must admit, I'm blown away by the feedback - it makes you stop and reflect on what an incredible job we all do and how honoured we are to work amongst such talented, hard-working and compassionate people."



# Life as a CBT Therapist at Vita Health

A therapist's perspective

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"I'm Jen, and I work as a Senior CBT Therapist within the Corporate Psychological Therapy service.

Working for Vita health group, one of the things that is noticeable from

the start is the support and guidance that is available. Working remotely for some may feel a little isolating, however with VHG, this couldn't be any further from the truth. There is always someone available if you need to talk, lots of opportunities to communicate with other remote therapists, and the management team are always on hand if needed. VHG are also great in terms of professional development. Starting as a Remote CBT Therapist, I was promoted to the role of senior in less than a year, and now provide supervision for other members of the team."

**Jen**  
**Senior CBT Therapist**



"I'm Limara, a CBT therapist here at Vita Health. Prior to working for Vita, I had concerns about working remotely as it is not something which I have done before. Once working for the team my

concerns were short lived. Staff at all levels work hard to feel connected towards each other. Team meetings are fun. Relevant information gets shared but then there is always an opportunity to get to know others and have a laugh."

**Limara**  
**CBT Therapist**

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A CBT therapist in the service works with a variety of clients and contracts, using both video and telephone, generally working within a 12 session model. In a standard 7.5 hour day, you would be expected to complete 4 client-facing hours a day – in addition to your clinical supervision or a line management meeting or a team meeting.

You will receive weekly supervision – 3 weeks of individual hour-long clinical supervision, with the 4th week being line management

We operate with both clinical and a dedicated risk duty team, with senior therapists always available too, so there is always someone to talk to should you need any support, guidance or just someone to check in with.

# Training & Development

Supporting our therapists to grow

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**Bespoke**   
Mental Health

As a CBT therapist, you'll be welcomed, developed and supported as an individual. We don't believe a career path has to be linear which is why we invest in our people through Learning & Development, ensuring our people have the opportunity to reach their full potential. Our training programmes are highly interactive and practical, delivered by expert trainers and specifically tailored to Vita Health Group. We also work in collaboration with Bespoke Mental Health events to provide high-quality, evidence-based CPD training to our employees delivered by world-leading experts in their fields. This is available both as live or on demand events which can be accessed 24/7 .

"I'm Emily and I am the Clinical Lead for Corporate Psychological Therapies. I joined Vita Health Group in 2019 as a qualified CBT therapist, applying for my full BABCP accreditation, having previously come through the ranks from trainee PWP in an IAPT service. I soon applied for a promotion to support within our Network team, delivering case management supervision to our team of assistant PWPs. From here, I progressed to become a Senior CBT therapist and a year later I was promoted again to be the Step 3 Service Manager. I now work in a Clinical Lead role, specialising in supporting our Corporate Customers, which I am really excited about. I love working for VHG – everyone is supportive and the opportunities I have received have been amazing! The company has grown so much during my time here and I can only see this continuing to grow in the future"



# Incentive Scheme

## Providing an opportunity to earn extra for CBT Therapists

We recognise the importance of reward alongside a healthy work-life balance and so we offer an incentive structure designed to increase your monthly pay without having to work any extra hours for those that would like the option. There is no obligation to participate, clinical outcomes & therapist wellbeing is always our primary focus. All our CBT therapists are eligible to achieve the bonus scheme, which is based on the number of completed clinical hours you deliver with your clients over the course of a month.

It is based on a full time (37.5 hours) therapist achieving a target average of 20 completed clinical hours per week (they would be booking in 25, including 1 supervision/line management). Through our incentive scheme, a therapist can receive up to £853 extra in their next month's pay.

Clinical contacts completed per week	Your monthly bonus	Your annual bonus
20	£118	£1,416
23	£474	£5,688
25	£853	£10,236



My name is Leston and I am a CBT therapist working at Vita Health Group. I think that the incentive scheme is a great idea. It has afforded me the opportunity to gain more experience, and while we as therapists are not motivated by financial gain, I appreciate that the company recognises and rewards meeting targets and objectives. This is attainable within one's normal working pattern and does not require having to book any extra sessions and appointments

**Leston**  
CBT Therapist