

THE POST

College: Life & Environmental Sciences, Psychology (<http://lifesciences.exeter.ac.uk/>)

Post: Psychological Wellbeing Practitioner

Reference No: P49391

Grade: NHS AfC, band 6

Reporting To: Professor Edward Watkins, Director of Mood Disorders Centre (MDC)

Responsible For: Online cognitive-behavioural therapy delivery, training, and supervision

The above full time post is available for 1 year from 1st September 2015 in the Mood Disorders Centre, based across both Cornwall (Penryn) and Exeter (Streatham) campuses. There will need to be flexibility and availability to spend time in Cornwall to provide training and supervision.

This post is part of a wider research team within the *Innovation in Understanding, Implementation, and Impact of Psychological Treatments for Mental Health* programme, which reflects an ongoing collaborative partnership between Clinical Education Development and Research (CEDAR)/Mood Disorders Centre (MDC) at the College of Life and Environmental Sciences (CLES), University of Exeter and the Cornwall Partnership NHS Foundation Trust. These posts are jointly funded by the Cornwall Partnership NHS Foundation Trust and the South West Peninsula Academic Health Services Network (AHSN). The research will be integrated into the Trust's Improving Access to Psychological Treatments (IAPT) service (BeMe; <http://www.cornwallfoundationtrust.nhs.uk/cft/BeMe/BeMe.asp>) to ensure its real-world validity and local relevance. The goals of this partnership include (i) to deliver cutting-edge mental health research located within the NHS that answers key questions about the mechanisms and acceptability of psychological treatment for common disorders such as anxiety and depression; (ii) to improve the implementation, access, and efficacy of psychological treatment services for mental health within the Trust; (iii) to enhance the training and skills of the local IAPT workforce, and (iv) to strengthen research culture, skills and activity within the Trust. The initial phase of the programme focuses on two research projects: (i) Examining the active ingredients of internet cognitive-behavioural therapy for depression; (ii) Developing bespoke treatments for patients with dementia and co-morbid depression.

The research team will be employed at the University of Exeter, with their principal base at the Penryn Campus in Cornwall, with scope for regular visits to and space in the Sir Henry Wellcome Building for Mood Disorders Research and School of Psychology at the Streatham Campus in Exeter, enabling access to research seminars, workshops, other psychology researchers, and relevant research expertise and infrastructure.

The MDC provides a centre for psychological research, assessment, treatment and training that aims to benefit all people who suffer from mood disorders. The MDC benefits from good NHS links and access to relevant patient populations, with a specialist treatment service for depression commissioned by the Southwest Clinical Commissioning group. The new £3.6 million Sir Henry Wellcome Building for Mood Disorders Research, funded by the Wellcome Trust, provides a fit-for-purpose research clinic and specialist biobehavioural laboratory, giving us a platform to deliver leading clinical research. Our research is at the forefront of the field and widely recognised internationally, with over £13 million in research grant awards from the Medical Research Council, Wellcome Trust, and National Institute for Health Research. Key areas of research include basic psychopathology research into rumination, autobiographical memory, and emotion regulation; translation of this mechanism research into enhanced psychological treatments for depression, evaluated in randomised controlled trials, with particular expertise in cognitive-behavioural therapy, behavioural activation, and mindfulness; and increasing the accessibility and effective implementation of interventions through developing innovative treatment delivery (e.g., internet treatments) and health services research.

Clinical Education Development and Research (CEDAR) (www.exeter.ac.uk/cedar) is at the forefront of providing clinical training in the UK, running a portfolio of 11 clinical training programmes with over 250 postgraduate students per year, including the Doctorate in Clinical Psychology and both low-intensity and high-intensity IAPT training. CEDAR is recognised as a centre of excellence for clinical training, acting as the sole provider of IAPT training in the Southwest and has already trained over 400 new High Intensity and Psychological Wellbeing Practitioners. It is one of only 5 sites in the UK delivering the Children and Young Persons IAPT programme. In 2012, we expanded into undergraduate training through the UK's first professionally accredited BSc Applied Psychology (clinical) degree. We hold awards of over £10 million in clinical training contracts since 2008.

Cornwall Partnership NHS Foundation Trust (CFT) is the principle provider of mental health, children's and learning disability services to people living in Cornwall and the Isles of Scilly. The Trust was approved as a Foundation Trust on 1 March 2010 by Monitor. Monitor is the governing body of all NHS Foundation Trusts. The Foundation Trust supercedes the Cornwall Partnership NHS Trust which was established on 1 April 2002. The Trust employs nearly 1,900 people and with an annual budget in the region of £75 million is one of the largest local employers. The Trust is placed in the top 20% of mental health and learning disability trusts nationally for the provision of both inpatient services and community services in a survey of patients carried out by the Healthcare Commission.

Job Description

Main purpose of the job:

We are seeking to appoint a Psychological Wellbeing Practitioner as a research therapist, trainer, and supervisor to play a key role in our current innovative research programme examining the feasibility of using a fractional factorial experimental design with internet-delivered CBT to investigate and identify the active ingredients of cognitive-behavioural therapy for depression. This research involves a partnership with the Cornwall Partnership NHS Foundation Trust Improving Access to Psychological Therapies (IAPT) service, with participants recruited and treated within the service. Excellent organizational, experimental and interpersonal skills are required.

The post holder will work with Professor Watkins and his team within the Mood Disorders Centre, both in Cornwall and Exeter, which delivers clinical research, clinical service and clinical training, and the team within the Cornwall Partnership NHS Foundation Trust IAPT service. This post would be suitable for a graduate or postgraduate seeking wider experience in applied clinical research to develop their portfolio for research associate posts or clinical psychology training. It could provide grounding for subsequent postgraduate training as a researcher, clinical psychologist, or a related profession.

The role is to support the research project: "**Innovation in Understanding, Implementation, and Impact of Psychological Treatments for Mental Health - Enhancing Efficacy and Implementation of internet CBT for depression: an innovative factorial trial within IAPT services**" funded by Cornwall Partnership NHS Foundation Trust and South West Peninsula AHSN. This will be a fully-powered study with respect to a factorial study of components of cognitive behavioural therapy delivered over the internet with online support. The aim of this research is to obtain evidence with respect to the efficacy and mechanisms of the individual components and their interactions within internet CBT for depression, as a means to identify the active and inactive elements/ingredients of therapy. As such, this will be an innovative and highly cutting edge research project with considerable potential impact and with a goal of moving towards large-scale long-term Wellcome Trust funding.

Background:

Depression is a major global health challenge: a highly prevalent, chronic, disabling, and recurrent disorder, with enormous individual, societal, and economic burden. However, our current best treatments (antidepressants, cognitive-behavioural therapy, CBT) have significant limitations, creating a pressing need to reduce a major treatment gap:

- Substantive (40%+) partial/non-response, remission rates <1/3
- High relapse/recurrence rates (50-80%), limited sustained recovery (30% well 1 year post-treatment)
- Traditional face-to-face psychotherapy can never be sufficiently widely available to reduce global burden, indicating the need for alternative delivery methods, for example the use of guided self-help, computerised CBT, and internet CBT.

Critically, CBT for depression (CBT-D) has little changed from the Beck et al., (1979) manual, with limited improvement in efficacy, despite considerable psychopathology research. Moreover, the active ingredients within CBT-D are under-researched and unspecified, with a step change in such knowledge necessary to optimize treatment. To date, there is limited evidence on which CBT treatment components at what duration/dose is most effective, as well as on which treatment components are more meaningful, engaging, and acceptable to service users.

To address this major gap in understanding, and, thereby, to address the treatment gap identified, this project will investigate what are the active ingredients within the CBT complex intervention and how they exert their effect via a theory-driven *component selection experiment*. This approach utilises randomization within a (fractional) factorial design to assess multiple potential effective individual treatment/delivery components selected from traditional CBT-D and novel treatment elements/techniques developed by Professor Watkins (e.g., concreteness training, compassion), each hypothesized to act via different mechanisms. This approach enables us to develop a mechanistic understanding of therapy and to select active and reject inactive/counter-productive components.

Critically, unlike standard comparative RCTs, this approach (multiphase optimization strategy, MOST, developed by our collaborator Prof Linda Collins, Director of the Methodology Centre at Penn State University) provides direct evidence about the effects and interactions of individual components within a treatment package, necessary for methodically enhancing and simplifying complex interventions. MOST is well-validated and recommended for treatment modelling within the MRC Complex Intervention guidelines. This treatment investigation and development will be located within an e-health delivery format, utilising our innovative and functional internet platform for CBT (MindReSolve) to build-in treatment scalability and increased treatment coverage (i.e., Translation II effectiveness potential) from the start. Internet-treatments are efficacious (comparable to face-to-face treatment), with potential to (i) address treatment coverage, cost-effectiveness, and accessibility; (ii) reduce unwanted therapist variance and “drift”; (iii) enhance efficacy through concentrated practice of adaptive responses in everyday life (daily practice; mobile apps); (iv) increase convenience for patients as therapy delivery transcends time and space, can be received at any location (e.g., at home, avoiding need to attend GP or health centre, reducing practical difficulties of travel and travel costs and overcoming mobility issues) and at any time (e.g., out of normal working hours) and can be used at patients own pace. Because of the growing call for internet treatment delivery, this research is timely as it will afford greater understanding of how to make internet treatments more efficacious and acceptable and how to make treatment focused on the key active elements.

This innovative combination of a factorial design and internet delivery holds considerable promise to revolutionize our mechanistic understanding of psychological treatments for depression and to build enhanced and effective interventions. This approach is novel and has yet to be applied within psychological treatments or within current NHS service delivery. The conduct of this research within an IAPT service would thus provide innovative science to understand the mechanisms of treatment, leading to enhanced treatments; develop improved service delivery and implementation of high-volume evidence-based treatments; and put the MDC/CEDAR and Cornwall Partnership NHS Foundation Trust at the international leading edge for this research.

Objectives:

- 1) To obtain fully powered estimates of potential confidence intervals for effect sizes per component and of selected 2-way interactions, and, thereby to identify active versus inactive/counterproductive treatment components and interactions, to systematically build simpler, briefer, more potent therapy.
- 2) To investigate mechanisms of action, by assessing mediators.
- 3) To conduct exploratory analyses of which treatment components may be more effective for which individual patients.

Experimental Design and Methods:

The design will involve a full scale internet-delivered component selection experiment, which is envisaged to use a 32-condition balanced fractional factorial trial (2⁷-2^{IV}) to investigate 7 intervention components for treating depression. Components chosen reflect both traditional elements within CBT (thought challenging, behavioural activation) and innovative elements emerging from my research (concreteness training, compassion work), each hypothesized to specifically target distinct mechanisms of therapy. All components involve brief prescribed PWP e-mail on-line support. The target is to recruit 1000 patients with depression.

The psychological wellbeing practitioner post is necessary to provide the on-line based support and guidance within the internet treatment package, and to provide training and supervision to other PWPs in the

use of the package. PWP's are specifically trained in supporting guided self-help interventions such as the internet package involved, and potentially provide a cost-effective therapeutic workforce for wider dissemination. It is envisaged that over the course of the study, we will treat up to 1000 patients, with the PWP post working alongside Professor Watkins and other members of his team and the Cornwall Foundation Trust IAPT team.

Main duties and accountabilities:

1. To deliver computerised CBT/supported internet self-help, supervision and training of the IAPT PWP staff as appropriate to the field of study and for the benefit of patients, to a high standard.
2. To deliver training in the use of computerised CBT/supported internet self-help to PWP and other staff members as appropriate to the field of study and for the benefit of patients, to a high standard. Such training will involve running ½ day and day-long training workshops and ongoing supervision of PWP's, both through online feedback on scripts and through case management, as appropriate. The main task will be to provide training through detailed feedback on the written responses from PWP's involved in the treatment, which makes up the core component of the supportive element of the internet therapy, to ensure that high quality, appropriate, and on-model written feedback is provided by PWP's to patients, and to train the PWP's in the delivery of such online internet-based feedback.
3. The PWP will be required to deliver internet-based CBT working as part of a multi-professional team. Tasks include ensuring the efficient day-to-day running of this research project, reviewing patient progress on-line, providing online/email support, feedback, and encouragement to patients involved; reviewing their progress on on-line standardized assessment instruments (e.g., PHQ-9, GAD-7), appropriately managing risk for patients involved in the study; seeking to optimise retention of patients in the study; and ensuring the integrity of the study with respect to accurate and circumscribed delivery of each treatment arm.
4. To work in collaboration with colleagues as appropriate to the field of study including:
 - Contributing to collaborative decision making within the research group;
 - Contributing to the production of collaborative research reports and publications.
 - Assisting in preparing papers and presenting information on research progress and outcomes to bodies supervising research, e.g. steering groups.
 - Writing research related reports as directed
 - Prepare regular progress reports on research
 - Attending and contributing to team and project meetings
 - Administrative duties associated with the role (correspondence, filing etc)
4. To communicate complex information, orally, in writing and electronically.
5. To contribute to the preparation of proposals and applications to external bodies, e.g. for funding and contractual purposes.
6. To contribute to the planning of research projects.
7. To use research resources, laboratories and workshops as appropriate and to take responsibility for conducting risk assessments, reducing hazards and for the health and safety of others. Compliance with Data Protection, Research and Clinical Governance guidelines and Ethical requirements. Ensure that all patient / participant information is recorded and stored securely with no disclosure of information outside the Mood Disorders Centre or the relevant health services staff.
8. To engage in continuous professional development and to be responsible for continually updating knowledge and understanding in field of study or specialism and for developing skills.

This job description summarises the main duties and accountabilities of the post and is not comprehensive: the post-holder may be required to undertake other duties of similar level and responsibility.

The successful applicant will need to demonstrate transferable skills from previous clinical work and will also be expected to be fully aware of the ethical issues involved in working in this field. Contact with participants may necessitate evening/weekend working and therefore flexibility of working hours is required. The post-holder will be expected to work independently but also as part of a wider team, under the supervision of the Principal Investigator Prof Edward Watkins, and in close liaison with other members of the project team,

including the Cornwall Partnership NHS Foundation Trust IAPT team. The post holder may be required to undertake other duties of similar level and responsibilities as required by the Principal Investigator.

Person Specification

Competency	Essential	Desirable
Attainments/Qualifications	Successfully completed a BPS accredited IAPT training programme at PG Cert or Degree Level 6.	1 st or 2:1 class degree
Skills and Understanding	<p>Skills in cognitive behavioural therapy delivered through computerised CBT and/or internet-based guided self-help</p> <p>Clinical monitoring, assessment, and risk management skills</p> <p>Excellent interpersonal skills</p> <p>Excellent communication skills (clarity and confidence in face-to-face, telephone and written communication) with people from a range of backgrounds (e.g. general public, patients, academics, health care providers)</p> <p>Basic knowledge in the discipline and of research methods and techniques; administering computerised cognitive tests and psychometric questionnaires;</p> <p>Good evidence of organisational skills with respect to monitoring of data integrity and project management</p> <p>Computing skills sufficient to use an internet platform, download data, and respond on-line.</p>	<p>Evidence of research activity and of writing articles and research reports.</p> <p>Project management skills</p>
Prior Experience	<p>Experience at using guided self-help interventions</p> <p>Experience at using internet-based or computerised based interventions for mental health</p> <p>Experience of conducting risk assessments and understanding of health and safety legislation</p> <p>Experience relevant to working with clinical populations</p>	<p>Experience at delivering internet or computerised CBT packages with depression</p> <p>Experience of working on clinical trials</p> <p>Experience at clinical supervision</p>
Behavioural Characteristics	<p>Excellent written and verbal communication skills.</p> <p>Excellent interpersonal skills; able to liaise with colleagues and research participants in person and on the telephone.</p>	

	<p>Commitment to clinical research</p> <p>Resourceful in addressing challenges related to work duties; uses initiative to solve problems related to work duties</p> <p>Ability to relate constructively to colleagues; ability to work independently and as part of a team</p> <p>Well organised with good administrative skills</p> <p>Willingness to work flexibly to fit in with project requirements</p> <p>Honesty and integrity, especially around matters to do with confidentiality, research ethics and clinical governance</p> <p>Punctuality and reliability</p> <p>Willingness to engage in continuous professional development</p> <p>Actively participate as a member of a research team</p>	
Circumstances	Able to travel as required for successful completion of the work	

Informal Enquiries

Before submitting an application you may wish to discuss the post further by contacting Professor Edward Watkins, telephone (01392 724692) or email e.r.watkins@exeter.ac.uk

Additional Information Relating to the Post

Salary

The starting salary will be from £26,041 to £34,876 on the NHS Agenda for Change pay scale, on Band 6, depending on qualifications and experience.

Hours of work

There are no specific hours of work but staff are required to work such hours as are necessary to carry out the duties associated with the appointment

Annual Leave

The annual leave entitlement for full-time appointments is 41 days per calendar year (pro rata for part-time appointments). For further information see our website <http://www.admin.ex.ac.uk/personnel/leave.shtml>.

Probationary Period

The appointment will normally be subject to a probationary period of one year.

Professional Conduct or Competence for Clinical Work

If any question arises between the (name of Trust) and yourself as to your professional conduct or competence, your contract will be subject to the provisions of NHS circular No.1990 (PCS) 8, particularly at paragraphs 16 and 17 of Annex C. Any findings made as a result of any investigations made under that

Circular, will be referred to the University for consideration under the relevant University procedures. Copies of the relevant documents are available, on request, from Human Resources.

Insurance

It is a condition of this appointment that during the period of the contract you are registered with the General Medical Council and that you are a member of a medical defence society or carry some similar form of insurance cover. It is also a condition of this appointment that you hold an honorary contract with (name of Trust).

Appraisals

In line with best practice your appraisal will be carried out by the University with input from your Trust.

References & Medical Clearance

All appointments are subject to satisfactory reference and medical checks and individuals will be required to complete a medical assessment form before appointment is confirmed. Applicants should note that the University normally contacts referees for short-listed applicants without further advice to applicants. When advising of referees, if they are resident overseas, please ensure you supply fax numbers and/or email addresses enabling us to contact them (if necessary) without delay.

Right to Work in the United Kingdom

We welcome all applicants and the diversity they bring. However, the nature of this role, the salary and the qualifications required, mean that immigration legislation will not allow the University to apply for a sponsorship certificate for this post. We strongly recommend that applicants that are non EEA nationals consult the Right to Work rules on the Home Office website at: www.ukba.homeoffice.gov.uk.

In particular you are encouraged to undertake a self assessment of your eligibility to work in the UK using the link to www.ukba.homeoffice.gov.uk/pointscalculator.

Terms & Conditions

The Terms and Conditions of Employment can be viewed on line by visiting <http://www.exeter.ac.uk/staff/employment/conditions/terms/>

Pensions

Membership of the Universities' Superannuation Scheme (USS) is automatic provided that you meet the qualifying criteria for membership. The USS is a contracted-out scheme. USS scheme has two sections: Final Salary and Career Revalued Benefits; which section you will be eligible for will depend on any previous membership of USS. An information leaflet concerning the qualification rules for both the sections is enclosed; more detailed information about the USS scheme structure can be found at www.uss.co.uk. **IF you have been in USS before, you are strongly requested to contact the Pay and Benefits Office as soon as you can so that possible membership of the Final Salary benefits section can be investigated.** The University, as your employer, contributes such sums as will be required to maintain the full benefits of the scheme. You may opt out of the scheme; if you wish to do so, you should contact the Pay and Benefits Manager, Mrs Alison Rose (01392 263088/email a.j.rose@exeter.ac.uk) for further information. Further information about Pension Salary Exchange is available from the Human Resources website www.admin.exeter.ac.uk/personnel or from the Pensions Office.

Relocation

You may be able to claim relocation expenses in accordance with the University's Relocation Assistance Scheme. The maximum allowance that you can reclaim under the Relocation Assistance Scheme, if eligible, is 10% of salary.

Short-listing Information

We will acknowledge your application by email. The University of Exeter recognises the time and effort taken to apply for a position and will contact you by email to inform you of results of shortlisting

Application Procedure and Interview Information

The closing date for completed applications is **14 July 2015**. We expect to hold interviews in Exeter on 29 July 2015

Data Protection Act (1998)

The information contained within your application is being requested to enable the University to make employment decisions and meet statutory obligations. Any information provided to the University in this context will be treated confidentially and used only by manager(s), member of the University, Human

Resources, Superannuation and Payroll during the course of your employment. Where the application relates to a post which is externally funded this information may be passed onto the relevant funding body.