

Job Profile

JOB TITLE	Clinical Specialist (Systemic Psychotherapist)
GRADE	AfC Scale Point 45-48 & 49-52
SALARY	£41,484 - £48,009
JOB FAMILY	Psychology & Psychotherapy
DIRECTORATE	Health
REPORTS TO	Deputy Head of EHS at West Cluster
RESPONSIBLE FOR	Mental Health Clinicians

1. ABOUT ACHIEVING FOR CHILDREN

Achieving for Children was created by the London Borough of Richmond upon Thames and the Royal Borough of Kingston upon Thames and is commissioned to deliver children's services on behalf of the two local authorities. Our vision for Achieving for Children is simple: by bringing together professional expertise from the two founding local authorities, and by putting children and young people at the heart of everything we do, we will be able to deliver improved outcomes for families and give children and young people the best start in life.

Achieving for Children is divided into five key business areas: Education, Early Help Children's Social Care; Health; and the Company (Standards and Improvement and Finance and Resources). Each business area is led by a Director or Associate Director.

2. MAIN PURPOSE OF THE JOB

The purpose of this role is to work as part of the Emotional Health Service, specifically at the West cluster team in Twickenham. You will work within the Choice & Partnership model (CAPA) to provide choice appointments and systemic psychotherapy partnership sessions to children, young people and their families. You will also provide training and consultation to other staff, including school staff. You will be given the opportunity to be part of a Family Therapy clinic regularly. You will support the deputy at West in leadership activities. You will work closely with colleagues in the clusters including Child Protection, Referral and Assessment, Family Support Service and with other agencies such as Tier 3 CAMHS, Schools and the voluntary sector.

This post is permanent and for five days a week and will be based in 42 York Street in Twickenham.

3. ABOUT THE EMOTIONAL HEALTH SERVICE

The Emotional Health Service (EHS) is a thriving, innovative, creative and friendly service. We work to deliver psychological therapies to children, young people and their families who are experiencing mild / moderate mental health concerns. We are made up of Clinical / Counselling Psychologists, Systemic Psychotherapists, Art Psychotherapists, CBT Therapists and Assistant Psychologists. We are a CYP-IAPT Service, part of the London Collaborative and committed to the CYP-IAPT principles. Alongside our therapy services we provide bespoke work in local schools and child mental health training to the workforce. We also work to promote positive mental wellbeing to the community through local events such as World Mental Health Day. We

are a supportive group of professionals who recognise that the emotional wellbeing of the workforce is central to the work we deliver.

3. RESPONSIBILITIES

Operations and supervisory

1. To provide support, advice and consultation to all identified professionals;
2. To undertake specialist mental health assessments of cases which may be complex in nature in order to formulate, plan and deliver a range of interventions;
3. To assess children, young people and their families as part of a risk assessment;
4. To provide therapeutic interventions on a group and individual basis with clinical autonomy drawing on a range of models and when possible brief interventions
5. To facilitate appropriate access to specialist CAMHS and other relevant agencies according to the level of need;
6. To safeguard and promote the welfare of young people, giving due consideration to their race, culture, religion and linguistic background.
7. To prepare and maintain case records and other casework information on IAPTUS, in accordance with the departments policies and timescales.
8. To monitor and evaluate the effectiveness of work undertaken and demonstrate professional accountability at all time;
9. To practice using Signs of Safety model;
10. To deliver evidence based therapeutic interventions;
11. To provide clinical supervision to other identified professionals if required
12. To provide line management to identified professionals
13. To be part of a Family Therapy Clinic
14. To demonstrate the standards of proficiency as required by the HCPC and relevant bodies in order to maintain registration.
15. To maintain an awareness of own professional limitations and knowledge gaps. To make effective use of supervision and appraisal as an opportunity to critically reflect on direct work with families and to identify learning and development needs to continually improve upon practice; and to support continual professional development.
16. To raise and address (where appropriate) issues of poor practice, internally through the organisation, and then independently if required.
17. To work within the organisation's professional policy and procedures and code of conduct.
18. To be flexible and able to be deployed in commensurate post across Achieving for Children in line with business need.

Performance

1. To participate in the monitoring of service delivery against agreed targets, timescales and resources, taking action as appropriate to achieve desired outcomes.
2. To champion and support continuous professional development within the team.

Communications

3. To ensure effective communications are conveyed in a timely, transparent and coherent manner.

4. To keep staff and stakeholders informed of information that affects them and influences service development.
5. To establish and maintain good communication across the clusters and emotional health service and with departments and agencies to facilitate the improvement and development of the service.
6. To seek, listen to, and respond to the views and ideas of staff and stakeholders, encouraging and actively engaging in positive communications and working relationships.

General

7. To ensure that the highest quality services are provided, within the resources available, and are responsive to the expressed needs and aspirations of residents/users regardless of backgrounds, lifestyles and abilities.
8. To demonstrate a commitment to own personal and professional development and to developing and coaching others.
9. To undertake project work and produce reports and deliver presentations as required.
10. To prepare and deliver presentations on mental health and other relevant topics to the children's workforce.
11. In the performance of all your duties, and in particular in the support and management of staff, to implement all Achieving for Children policies and procedures necessary to meet customer care needs and to reflect the Achieving for Children's vision and values.
12. Champion the promotion of diversity and equalities in all aspects of service delivery and people management; demonstrate confident application of ethical reasoning to professional practice and decision making.
13. Ensure the wellbeing of employees and service-users by actively promoting and complying with health and safety regulations, policies and procedures.

4. PERSON SPECIFICATION

Emotional Health Service

Job title: Clinical Specialist (Systemic Psychotherapist)

Grade: AfC scale point 45-48 and 49-52

Achieving for Children Promises		
Evidence	Essential/ Desirable	A/I/T
We will put children and young people first	Essential	Interview
We will embrace diversity and champion inclusion	Essential	Interview
We will be resourceful, adaptable and dependable	Essential	Interview
We will nurture strong, responsive and caring relationships.	Essential	Interview
We will value and invest in our staff to deliver innovative and quality services	Essential	Interview
We will work with our customers to deliver the most effective solutions for them.	Essential	Interview

Qualifications		
Evidence	Essential/ Desirable	A/I/T
Current HCPC Registration or other equivalent professional body registration	Essential	Application
Postgraduate qualification in systemic psychotherapy	Essential	Application
Supervisor's qualification	Desirable	Application

Skills and ability		
Evidence	Essential/ Desirable	A/I/T
Significant experience of working with complex and vulnerable families in UK CAMHS, in the community, working therapeutically with individuals and groups presenting with a range of needs.	Essential	Application
Ability to formulate and implement plans for therapeutic interventions with young people and families in line with research findings and evidence-based practice, across the full range of care settings	Essential	Application/ Interview
Is able to work with children, young people and their families with suspected or diagnosed Autistic Spectrum Disorder and/or ADHD.	Essential	Application/ Interview
Ability to hold a caseload and complete assessment, direct interventions and consultative work.	Essential	Application / Interview

Is able to provide consultation and training to education staff and other professionals on mental health	Essential	Application / Interview
Is able to use a broad range of assessment tools and frameworks to evaluate outcomes and progress for children and families.	Essential	Application / Interview
Is able to manage priorities and work under pressure displaying initiative and creativity	Essential	Application/ Interview
Is able to influence, develop and change the motivation and behaviour of people to achieve objectives.	Essential	Application/ Interview
Ability to provide high quality supervision	Essential	Application / Interview
Ability to provide line management to identified professionals	Essential	Application / Interview
Ability to demonstrate a high level of determination, personal drive, energy and ambition to achieve challenging targets and improve outcomes.	Essential	Application/ Interview
Ability to manage high levels of emotional distress and think clearly in emotionally charged situations.	Essential	Application / Interview
Strong organisational ability, including the ability to work on initiative and to prioritise workloads to meet agreed deadlines.	Essential	Application/ Interview
Knowledge and understanding of data quality, information security and sharing requirements.	Essential	Application/ Interview
Experienced in the use of ICT, including MS Word, Outlook and case record management systems	Essential	Application/ Interview
Knowledge of a range of business systems and software applications and a high standard of ICT literacy; ability to understand new technologies and their potential.	Essential	Application/ Interview

This job profile is provided for guidance only. It will be reviewed, updated and amended in accordance with the changing needs of the service and the specific requirements of the role.

Higher pay range (FS 49 – 52) will be considered if post holder has

- formal qualification in supervision
- qualification and proven skills in providing more than one evidence based intervention e.g. systemic psychotherapy, interpersonal psychotherapy for adolescents, cognitive behavioural therapy, EMDR for children.