

## JOB PROFILE

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<b>Job title:</b>	<b>Mental Health Clinician (Systemic Psychotherapist)</b>
<b>Pay Band:</b>	<b>FS 32 – 35 or 35-38</b>
<b>Directorate:</b>	<b>Health</b>
<b>Operational area:</b>	<b>Kingston and Richmond</b>
<b>Reports to:</b>	<b>Clinical Specialist</b>

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### **VISION FOR ACHIEVING FOR CHILDREN**

**Achieving for Children is passionate about ensuring the best possible outcomes for children and young people and will deliver the services they need to live safe, happy, healthy and successful lives.**

### **WHO WE ARE**

Achieving for Children is a community interest company created by the London Borough of Richmond upon Thames and the Royal Borough of Kingston upon Thames to deliver their children's services. The company has delivered services since 2014. The Royal Borough of Windsor and Maidenhead joined the company in 2017. The Director of Children's Services is responsible for the delivery of early help, health, social care and education services in their local area, either Kingston and Richmond or Windsor and Maidenhead. Corporate support services, such as ICT, HR and finance, are delivered company-wide. These services are led by the Chief Operating Officer, who is also responsible for company governance and for ensuring it delivers its contractual obligations to its commissioning Councils.

Achieving for Children continually reviews its structure and business practices in order to provide the best possible services for children, young people and their families in the most effective and efficient way. As a result, the key tasks in any job profile may be varied and the post-holder will be expected to take on such variations and duties consistent with the level of responsibility of the post.

### **PURPOSE AND RESPONSIBILITIES**

The purpose of this post is to improve the emotional and mental health of children and young people. The role is to work together with providers to increase their capacity to intervene early following the identification of an emotional or mental health difficulty.

The service will be provided through brief evidence based psychological or systemic interventions as well as through liaison, consultation, training and joint working across services.

**Job content is listed below:**

- Early identification of developmental, emotional and mental health difficulties in children and young people across the community;
- Enhancing accessibility to mental health services for children and young people with disabilities through the Single Point of Access;
- To work as part of the multi-disciplinary Emotional Health Service (EHS) as well as the multi-agency cluster team;
- To provide support, advice and consultation to all identified professionals;
- To provide a direct brief systemic psychotherapy intervention to children and young people in an accessible environment;
- To undertake initial community based assessments and deliver a range of early evidence based therapeutic interventions;
- To facilitate appropriate step-up referrals to specialist CAMHS and/or access to other relevant agencies according to the level of need;
- To monitor and evaluate the effectiveness of work undertaken and demonstrate professional accountability at all time;
- To be part of the IAPT development programme;
- To use IAPTus to record clinical casework;
- To work in a range of community settings;
- To attend joint team and CPD meetings;
- To maintain professional registration and pursue regular CPD opportunities;
- To be part of a multi-agency training team for schools, universal and targeted services.
- Champion diversity and equality in the development and delivery of services and in all aspects of people management.
- Ensure the wellbeing of employees and service-users by actively promoting and complying with health and safety regulations, policies and procedures.

**Progression Criteria**

Higher pay range (FS 35 – 38) will be considered if post holder has

- significant experience of working in UK CAMHS and/or
- detailed knowledge and proven skills in providing more than one evidence based intervention

## ORGANISATIONAL VALUES

Trust - I am reliable, others can count on me to undertake tasks and deliver on what was agreed. I will do what I said I would do. I will encourage open and honest communication, and model clear and fair professional boundaries.	Essential	Interview
Respect - I will listen to and value other people's perspectives and differences. I will show empathy and humility in the way I communicate.	Essential	Interview
Empower - I help others to realise their ability and potential, and show emotional intelligence in my approach. I show appropriate and respectful use of the power given to me in my job or position and I use this to encourage and enable others.	Essential	Interview

## QUALIFICATIONS AND EXPERIENCE

### Qualifications

Educated to degree level with an appropriate professional qualification and proven evidence of continuing professional development.	Essential	Application form
Postgraduate qualification in Family & Systemic Psychotherapy and registration as a Systemic Psychotherapist with UKCP or an associated professional body.	Essential	Application form

### Experience

Experience in providing consultation, support and training to a range of professionals.	Essential	Application form and interview
Experience of working with complex and vulnerable families, in the community, working therapeutically with individuals and groups presenting with a range of needs.	Essential	Application form and interview

A broad range of assessment tools and frameworks to evaluate outcomes and progress for children and families.	Essential	Application form and interview
A range of therapeutic skills and experience such as Cognitive Behaviour Therapy, Family Therapy and anxiety management.	Essential	Application form and interview
Post qualification experience of working with children and young people in a mental health setting	Essential	Application form and interview

**Knowledge, skills and abilities**

To hold an active caseload of around 20 (for 1.0 FTE) cases and complete regular initial 'choice' assessments as well as direct interventions and consultative work.	Essential	Application form and interview
Ability to demonstrate a high level of determination, personal drive, energy and ambition to achieve challenging targets and improve outcomes.	Essential	Application form and interview
High-level verbal and written communication skills, including the ability to use different communication styles and techniques to present ideas and influence others.	Essential	Application form and interview
Knowledge and understanding of legislation, statutory frameworks, child development and relevant pedagogy.	Essential	Application form and interview
Ability to demonstrate a high level of determination, personal drive, energy and ambition to achieve challenging targets and improve outcomes.	Essential	Application form and interview
Commitment to an organisational culture and the development of services that value equality and diversity.	Essential	Application form and interview

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

**Updated: September 2019**