

Job Description

Management Grouping:	Children's Services
Team:	Looked After Children and Leaving Care
Post Title:	Systemic Family Therapist
Reporting to:	Looked After Children Service Manager

Purpose of the job:

The core purpose of this post is to lead on embedding a systemic family therapy approach to supporting Looked After Children, Care Leavers and their families. Promoting emotional and mental wellbeing, placement stability and opportunities for reunification.

Working alongside Social Workers and other professionals to deliver therapeutic interventions to children and young people with complex and challenging needs and behaviour. As well as offering clinical consultation and training to Social Workers and Managers to inform decision making, risk management and the achievement of positive outcomes for vulnerable children and young people.

Principal accountabilities

Implementation

Lead on embedding a systemic family therapy approach within the Looked After Children and Leaving Care Service and align with the Signs of Safety Practice Model for Social Care.

Lead on providing expert clinical consultations to Social Workers and Team Managers in relation to a child's emotional wellbeing and mental health needs, to inform care plans and decision making around risk management and safeguarding, to promote the welfare of children and young people.

Lead on providing training and development to Social Workers and Team Managers in the systemic family therapy approach.

To effectively assess presenting difficulties of children and family's relationship break down and make recommendations for intervention (where needed) and provide evidence-based interventions.

To provide specialist assessment and therapy to families with children and adolescents within the Looked After Children and Leaving Care Service.

To provide specialist advice and consultation regarding diagnoses and intervention to colleagues and external agencies, working autonomously within professional guidelines and within a team, contributing to overall service delivery as required.

Providing intensive therapeutic interventions to support children, young people and their families with complex and challenging emotional wellbeing needs.

Be a lead contact for CAMHS and other professionals in relation to children and young people with emotional wellbeing and mental health concerns, advocating to secure the most appropriate treatment.

To contribute to the development, implementation, and audit of services for families with children presenting to the Service.

Contribute towards specialist placement cost avoidance, therefore reducing budgetary pressures, through promoting placement stability and reunification.

To provide a specialist assessment of referrals of a significant and complex nature in order to formulate and implement plans for the intervention to support parents and young people.

To assess children, adolescents and their families as part of a risk assessment.

To consult with parents/carers (including foster parents) as part of an intervention plan.

To work in ways which are sensitive to and appropriate for the needs of families from a wide range of racial, cultural and religious backgrounds. This includes abilities to understand and offer therapeutic interventions to a variety of family forms, including single parents, same sex couples and their wider family networks, accommodated children and their network of care, children with learning difficulties, and children who are on the 'Child Protection Register', and parents with mental health difficulties.

Competence is required in undertaking systemic therapy with families through the use of an interpreter where families do not yet have sufficient understanding of the English language.

To provide specialist systemic psychotherapy with clinical autonomy drawing on a range of models and wherever possible brief interventions. To practice in a way which is inclusive and considerate of the needs of each individual family member, in their varying developmental stages and current emotional state.

To make highly skilled evaluations and decisions about intervention options considering highly complex factors concerning historical and developmental processes that have shaped the child, family or group, and their difficulties.

To be responsible for implementing a range of psychotherapeutic interventions for children, adolescents and their families, including couples and groups, drawing upon different explanatory models and maintaining a number of provisional hypotheses in reaching a formulation and treatment plan. Interventions may include family therapy, individual work, chairing professionals and network meetings, liaising with other agencies, observations of parents and young people in different settings, and the use of a range of systemic models.

To work jointly and collaboratively with other team members in order to enhance and develop work with families, by providing specialist knowledge and skills.

To provide specialist consultation, advice and guidance to other professionals at all levels working with families both within the service and in partner agencies. This will include liaison and working with professional networks involved with highly complex, emotive and often conflictual issues such as those involving child protection, deliberate self-harm, violence, trauma, suicide risk, criminal offending behaviour, sexualised behaviour, and mental health problems of parents.

To maintain current knowledge of the operation of video equipment and promote ethical and effective use in line with Directorate policy. To introduce this practice to families in a sensitive way, and to advise and instruct clinicians in other disciplines and systemic psychotherapy trainees on the fitting and appropriate use of this therapeutic tool. To use video tape review to enhance the skills of colleagues and to help parents understand their family's difficulties, dilemmas, and traumatic experiences.

To work in accordance with team objectives by adhering to social care and Directorate policies, including risk assessment in all work, ensuring intervention plans are in place, recording up to date, attending and contributing a systemic view in case discussion and team meetings.

To utilise research skills for audit, policy and service development and research within the area served by the team/service.

To attend clinical monthly supervision.

To contribute to overall service delivery and development as required.

To attend team meetings.

To maintain up to date and accurate record keeping.

To keep under review and develop the structures, procedures and working methods for which the post holder is responsible to ensure an integrated, effective and efficient approach to the delivery of services.

To ensure that working practices and processes are developed that maximise the use of new technology to ensure efficient and effective delivery of services to residents.

To ensure that staff are advised and developed in relation to emotional and mental health needs so as to meet service needs and to provide equality of opportunity for all employees.

To present timely and relevant advice and information to Managers, Senior Leaders and Members as requested.

To deal promptly with all matters requiring the post holder's personal attention.

To be fully conversant with relevant statutory provisions and the Council's constitution, processes and procedures; to develop the full range of managerial and professional skills and knowledge to satisfy the requirements of the post.

To establish and develop effective working relationships and productive partnerships with all the relevant partners, including those in e.g. education, health, social services, Independent and voluntary sectors.

Organisational Control and Development

To ensure that working practices and processes are developed that maximise the use of new technology to ensure efficient and effective delivery of services to residents.

Staff Management and Development

To ensure that staff are recruited, managed, appraised and developed, and that effective arrangements are made for the training and development of all staff within the department so as to meet service needs and to provide equality of opportunity for all employees.

Personal Effectiveness

To deal promptly with all matters requiring the post holder's personal attention.

To be fully conversant with relevant statutory provisions and the Council's constitution, processes and procedures; to develop the full range of managerial and professional skills and knowledge to satisfy the requirements of the post.

To establish and develop effective working relationships and productive partnerships with all the relevant partners, including those in education, health, police, ambulance, social services, Independent and voluntary sectors.

All staff working in the department have a responsibility for promoting and supporting the Council's policies and procedures for safeguarding. You should ensure that you carry out your duties and work at all times in a way that ensures the safeguarding and welfare of service users.

Person Specification

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Selection Criteria	Essential/ Desirable (E/D)	Method of Assessment (A/I/T)*
<p>(a) <u>Education and Formal Training</u></p> <p>Educated to degree level in a relevant subject area of Social Care, Health or Education.</p> <p>Fully qualified in Family Systemic Therapy or similar and registered with a professional body such as BACP or UKCP.</p>	<p>D</p> <p>E</p>	<p>A</p> <p>A</p>
<p>(b) <u>Relevant technical experience, knowledge & Skills/abilities</u></p> <p>Relevant technical experience, knowledge Experience of providing specialist assessment of referrals of a significant and complex nature in order to formulate and implement plans for the intervention to support parents and young people.</p> <p>Proven experience of working in a family systemic therapy setting.</p> <p>Understanding the range of complexity in family dynamics.</p> <p>Experience of making highly level skilled evaluations and decisions about intervention options considering highly complex factors concerning historical and developmental processes that have shaped the child, family or group, and their difficulties.</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>A/I/PE</p>
<p>(c) <u>Skills and Abilities</u></p> <p>Ability to understand and offer therapeutic interventions to a variety of family forms from a variety of different backgrounds.</p> <p>Understanding the range of different Family Therapy models to assist the complex family needs.</p> <p>Ability to devolve intervention plans for families to enable them to make positive and sustainable change.</p> <p>Ability to offer support to peers and hold consultation with other professionals.</p> <p><u>English Language Requirements for Public Sector Workers:</u></p> <ul style="list-style-type: none"> • Ability to speak with confidence and accuracy, using accurate sentence structures and vocabulary. • Ability to choose the right kind of vocabulary for the situation in hand without a great deal of hesitation. • Ability to listen to customers and understand their needs. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>A/I/PE</p>

<ul style="list-style-type: none"> Ability to tailor your approach to each conversation appropriate to the customer, responding clearly even in complex situations. 		
<p>(c) <u>Other Additional Requirements</u></p> <p>Disclosure & Barring Service Check</p> <p>Ability to travel around the borough.</p> <p>Willing to work evenings/weekends</p>	<p>E</p> <p>E</p> <p>E</p>	<p>A/ DBS</p> <p>A</p> <p>A</p>

*Selection Method key: I = Interview A = Application Form PE = Practical Exercise

Applicants will be assessed against these criteria and high performance indicators throughout the recruitment process.

High Performance Indicators

Values	Behaviours for staff	Behaviours for managers
Innovation	<p>I respond flexibly and adapt to changing demands</p> <p>I am prepared to take managed risks to achieve better outcomes</p> <p>I ask 'What if...?' to develop fresh thinking and innovative approaches to generate and implement solutions to improve performance and challenge the status quo</p>	<p>I routinely look for innovative and cost-effective ways to improve performance and customer service</p> <p>I champion change and deal successfully with ambiguity, enabling people to see positive and exciting possibilities for the future</p> <p>I take calculated risks based on available evidence and my professional judgement to learn and try new things</p>
Leadership	<p>I demonstrate a clear sense of purpose and direction, in line with organisational objectives</p> <p>I am willing to take difficult decisions</p> <p>My personal actions promote a positive image of Bexley</p>	<p>I take responsibility for my service and for making things happen to make a difference to my service users</p> <p>I create an environment where staff can thrive and show I value and trust staff, give praise and recognise good work</p> <p>I inspire, lead and encourage staff to move forward</p>
Collaboration	<p>I show respect for others and value contributions from internal and external partners and customers</p> <p>I recognise the right solution, regardless of who initiated it</p> <p>I seek out and work with partners who can help me achieve the outcomes and objectives I need to deliver</p>	<p>I encourage the feeling that the team is a collective unit with shared goals</p> <p>I engage with service partners and other areas of the Bexley organisation to understand the demands on others and seek solutions as One Council</p> <p>I network internally and externally</p>
Listening and Responding	<p>I acknowledge other people's viewpoints and work with them to find a win-win solution</p> <p>I prepare and present information anticipating questions and problems</p>	<p>I seek regular service user feedback and review customer data to shape service improvements</p> <p>I ask staff for ideas on how to improve our service and how I can improve as a</p>

	<p>I adapt my style to the audience and their needs, using the most appropriate communication channels</p>	<p>manager, listen to them and act on them</p> <p>I empower staff to make decisions and changes to improve value for money, customer service and productivity</p>
Open and Accessible	<p>I see issues from the customer / user perspective</p> <p>I monitor customer feedback and level of satisfaction with the service they receive, and use this to improve and pre-empt customer needs</p> <p>I seek to build and maintain positive relationships with customers and partners</p>	<p>I am accessible to my service users, customers, staff and Members</p> <p>I communicate and share a clear vision for the bigger picture as well as specific service areas</p> <p>I outline what is expected of individuals and their contribution to the whole, and am consistent in my expectations</p>
Impact	<p>I prioritise my activities and resources to focus on those which have the most impact for residents</p> <p>I take responsibility for making things happen and achieving my objectives</p> <p>I make decisions and clear recommendations based on my professional opinion, experience, and informed by a range of information and evidence</p>	<p>I design services that provide value for money and deliver our outcomes, informed by evidence</p> <p>I produce, prioritise and adapt plans to meet changing requirements</p> <p>I set interim goals to achieve notable wins on the way to larger objectives</p> <p>I deal with poor performance</p>