



## **JOB DESCRIPTION**

<b>Job title:</b>	Senior Therapist
<b>Service:</b>	Children's Trauma Therapy Service
<b>Salary:</b>	Grade 4 (lower) points 29-33
<b>Hours:</b>	22.2 hours per week (part-time)
<b>Location:</b>	Kenburgh House, Bradford*
<b>Responsible to:</b>	Service Manager

\*Normal office base. Due to Covid-19, there is a blended approach of working from office base and working from home.

### **Summary of job:**

Working closely with the Service Manager and the other Senior Therapist, the post-holder will be part of a senior staff structure within the Children's Trauma Therapy Service. The post-holder will be responsible for supervising a small number of staff, as well as providing clinical support to the staff team in an area of therapy relevant to the specialist skills and experience of the post-holder. The post-holder will work with the other leaders and the core staff team to ensure all triage and consultation with external professionals is carried out to a high standard. The post-holder will lead in the provision of specialist assessments and maintain a clinical caseload.

### **Key tasks and responsibilities:**

1. Provide line management including reflective case management supervision to designated staff; incorporating an understanding of clinical and safeguarding risk /planning into this work
2. Offer therapeutic leadership and training to the staff team; utilising the specialist skills and experience that the post-holder will possess in one or more areas relevant to the service approach (e.g. attachment-focussed therapy, theories of developmental trauma, trauma processing work), the post-holder will help support and equip the staff team in their work with children and families.
3. Undertake specialist and highly skilled assessments of clinical need, taking into account children's developmental, attachment, trauma, cultural and socio-economic needs.
4. Maintain a clinical caseload; working to a clear clinical plan, provide outcomes-focused trauma and attachment therapy with children and families referred to the service



5. In conjunction with the Senior Therapist and wider staff team, take a lead in triage work for the service; helping to ensure appropriate referrals into, and pathways out of, the Children's Trauma Therapy Service. To explore hypotheses and agree appropriate therapy interventions as part of wider triage work, in discussion with the wider staff team and with families referred to the service.
6. To offer specialist consultation and training to professionals on the impact of sexual abuse, traumatic grief and developmental trauma, helping to improve health outcomes for affected children.
7. To take part in multi-agency meetings, including Child in Need/ Child Protection meetings, care planning meetings with other health professionals and safeguarding reviews.
8. To work with the CTTS Leadership team in the promotion and ongoing development of the service; developing both new and established links with affected families and partner agencies.
9. Provide information and assist with the production of reports and monitoring, including case studies of therapy, as required by our funders.
10. Consult with families who use our service and incorporate their views within service development.
11. Ensure all work is carried out to Family Action minimum standards and is designed and delivered to maximise agreed outcomes.
12. Ensure that the needs and views of children, young people and families are at the heart of everything we do: offering holistic and child-centred interventions which are appropriate to their clinical needs, including referrals into other services as appropriate.
13. Take responsibility for accessing regular case, and clinical, supervision. Respond to any case or service decisions effectively, recording all decisions on appropriate systems and ensuring that confidentiality and professional boundaries are maintained at all times.
14. Comply with Family Action's Health and Safety Policy, Data Protection Policy and to protect the health, safety and welfare of themselves and others.
15. Ensure that all assigned work adheres to Family Actions Safeguarding Policy and ensure LSCB procedures are followed in the event of any child protection issues or concerns.
16. Comply with Family Action's Diversity & Equality Policy and our Ethical Policy in every aspect of your work and positively promote the Principles of these policies amongst colleagues, service users and other members of the community.
17. Promote a positive image of Family Action, representing the organisation in order to increase professional and public awareness of the organisation's work and of the views and needs of service users.



18. Represent Family Action in relevant external and internal service related forums, participating in task groups, skill sets and service development groups.
19. Work flexibly as may be required by the needs of the service and carry out any other reasonable duties as required.
20. Adhere to Family Action's values which underpin Family Action's mission of 'building stronger families' by:
  - a) Being **people** focused
  - b) Reflecting a '**can do**' approach
  - c) Striving for **excellence** in everything we do
  - d) Having **mutual respect** for everyone we work with, work for and support through our services

### Person Specification

Number	Essential	Assessment method
1.	A recognised professional qualification in psychotherapy or counselling at a minimum of PGDip level or above. Educated to degree level and registered with an appropriate professional organisation relevant to therapy modality (e.g. UKCP, AFT, ACP, BACP, BAAT, HCPC, BADth, BAPT etc). Accredited within specific therapy modality, or actively working towards this.	<ul style="list-style-type: none"> <li>• Application form</li> </ul>
2.	Demonstrable experience of providing outcomes focused therapy to children, young people and their families who have experienced trauma.	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>
3.	Experience of supervising other staff and / or experience of service leadership	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>
4.	Demonstrate theoretical and applied knowledge of attachment and the impact of child sexual abuse, traumatic bereavement and developmental trauma on children and families	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>
4.	Ability to offer highly skilled assessments, working to a clear therapeutic plan in collaboration with families and in accordance with identified clinical needs.	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>
6.	Experience of offering specialist training or consultancy to colleagues and other professionals.	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>

8.	Experience of participation in multi-agency planning and safeguarding work, including Early Help, Child in Need and Child Protection meetings and processes, working effectively with the system around the child.	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>
9.	Excellent written and oral presentation skills, with ability to keep concise and accurate records and produce informative well written reports.	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>
10.	Experience of health and safety principles, policies and procedures (within the context of service provision) and the ability to comply with Family Action's Health and Safety policy.	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>
11.	Demonstrate a good working knowledge of child and adult Safeguarding protocols and procedures, an ability to assess risk and respond appropriately to concerns.	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>
12.	Willingness to comply with Family Action's Diversity and equality Policy and our Ethical Policy in every aspect of your work and positively promote the principles of these policies amongst colleagues, service users and other members of the community.	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>
13.	An interest in and a commitment to undertake appropriate professional training, supervision and continuing professional development. In this context specifically around evidence based therapy approaches to attachment and developmental trauma.	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>
14.	The ability to work autonomously and to plan, prioritise, work under pressure and adapt to new models of working.	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>
15.	Skilled in the use of IT including the ability to use Microsoft packages e.g. excel, outlook.	<ul style="list-style-type: none"> <li>• Application form</li> </ul>
16.	The ability to work flexibly as required with an expectation of some occasional out of hours work and travel.	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>
17.	Ability to adhere to Family Action's values which underpin Family Action's mission of 'building stronger families' by: <ul style="list-style-type: none"> <li>a) Being <b>people</b> focused</li> <li>b) Reflecting a '<b>can do</b>' approach</li> <li>c) Striving for <b>excellence</b> in everything we do</li> <li>d) Having <b>mutual respect</b> for everyone we work with, work for and support through our services</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>