



## Job Description

Job Title: **Clinical Lead Practitioner**

POSCODE: NCT0032

Grade: M

### Overall Purpose of Role

The newly created clinical team manager role is a dual managerial and clinical role. Alongside providing direct line management to a small number of family support workers and/or family connections workers you will provide advice and guidance alongside evidenced based therapeutic and systemic interventions that will further enhance the existing social work interventions offered to families.

The Circle to Success Resource Service works alongside social work teams providing direct interventions to children young people and their families where opportunities have been identified through the care planning process for children and young people to live within family settings or progress towards independence. This includes some young people who are on the 'edge of care' and require support to remain living within their families. As a clinical lead practitioner you will work with these children and young people, their carers, families and the professional team that sits around them to complete or oversee specific interventions within planned programmes of work.

There is immense scope for you to play an influential part in the lives of some of our most vulnerable children and young people and as such will demand a creative and flexible approach, working with children, young people and their families in their homes and other community settings as required. In addition to providing direct therapeutic interventions, the post holder will offer consultation to social work colleagues, foster carers, health and education professionals and others and undertake joint work to model clinical interventions.

On occasions you may be required to work out of office hours in the evening and weekends, depending on the needs of the child, young person and their networks.

### Main Accountabilities

1	To provide an evidenced-based and more broadly systemic therapeutic service to children and their families through the provision of direct work and assessments of therapeutic need, and provision of consultation and advice to colleagues providing a service to children.
2	To help prevent family or placement breakdown by providing therapeutic input through the provision of evidenced based early interventions. This will include direct work with families in their homes or other community settings.
3	To ensure high standards of record keeping.

4	To contribute to the assessment of risk and protective factors in cases where there are issues of risk of harm to children, and to lead on the clinical assessment in high risk cases.
5	To respond to child protection concerns that arise in the course of interventions, in line with child protection procedures and guidance, and to take responsibility for their own decision making in high-risk cases, within the supervisory framework.
6	To supervise all work completed by the Family Support Workers/Family Connections Workers, and provide support through mentoring, supervision, and implementation of the local authorities performance appraisal programme.
<b>THERAPEUTIC INTERVENTION AND CONSULTATION</b>	
7	To work with partner agencies to develop creative ways of working to meet the needs of children in care, and those leaving care, including those in out of borough placements to enable them to live within family settings or have a positive trajectory towards independence.
8	To offer advice and support to professionals including fellow social workers, residential workers, foster carers and other workers from health, education, primary care and the voluntary sector.
9	To produce comprehensive, analytic reports for a range of arenas, including court, and to present reports in court, including acting as an expert witness for the service if required.
10	To deliver interventions in collaboration with Social Workers and other practitioners, holding a minimum joint caseload of at least 4 families at any one time.
<b>SUPERVISION AND CONTINUING PROFESSIONAL DEVELOPMENT</b>	
11	To work in a productive, collaborative manner, working co-operatively with colleagues, and to understand and respect professional responsibilities, boundaries.
12	To receive supervision and consultation on a regular basis, regarding therapeutic, service and professional issues.
13	To work in a productive, collaborative manner, working co-operatively with colleagues, and to understand and respect professional responsibilities, boundaries.
14	To take a clinical lead in group supervision, providing expertise and supporting staff development.
15	To demonstrate awareness/understanding of equal opportunities and other people's behavioural, physical, social and welfare needs.
16	To ensure that reasonable care is taken at all times for the health, safety and welfare of yourself, others and to comply with the policies and procedures relating to health and safety with the Trust.

### **Corporate Parenting Commitment**

As corporate parents we are committed to doing everything we can for every child in our care and every care leaver. We encourage you within the course of your work to seek opportunities where you can be ambitious for these children and young people, encouraging them to dream big and take chances and provide secure, nurturing and positive experiences.

### **Safeguarding Commitment**

We are committed to putting children and young people's welfare as a priority in all we do. We request that you respect their views, feelings and rights and take all reasonable steps to safeguard and promote the welfare of children and young people and vulnerable adults who receive support and services of Northamptonshire Children's Trust.

## Person Specification

### Qualifications, Knowledge, Skills and Experience

Minimum level of qualifications needed for this post.

Qualifications Required	Subject	Essential/Desirable
	Graduate professional qualification e.g., Social Worker, Psychologist, Mental Health Nurse	Essential
	MSc Systemic Professional Qualification OR in Year 4 of MSc Systemic Professional Qualification approaching completion of course.	Desirable

Minimum levels of knowledge, skills and experience required for this post.

Identify	Details	Essential/Desirable
<b>Experience and Knowledge:</b>		
	You will have clinical experiences of working with families in contexts of risk either in a CAMHS or social care setting.	Essential
	You will have management and supervisory experience in the context of CAMHS or social care setting.	Essential
	Experience of working with vulnerable groups and individuals within diverse ethnic communities, including the ability to work with those in pressured situations, and to work with high levels of risk and anxiety.	Essential
	Understanding of a range of evidenced based and systemic therapeutic interventions to children, young people and families, within a systemic framework	Essential
	Ability to work in a non-pathological manner, to identify and promote the strengths, resources and abilities of clients.	Essential
	Skilled in undertaking assessments of therapeutic need and contributing these assessments to childcare planning in a multi-disciplinary context, including the analysis of complex information.	Essential

	Knowledge of the factors affecting the emotional wellbeing of children in need and children in care, including issues of attachment, separation and loss, and ability to respond to these.	Essential
	Ability/experience in providing consultation to those involved in the child/young person's system of concern in a social care or youth justice context.	Essential
	Ability and willingness to work independently with clients and in a variety of settings such as family homes.	Essential
	Understanding of the context of children's social care including knowledge of relevant legislation and national and local guidance including the Children Act 1989.	Essential
	Awareness and understanding of issues of risk relating to children and ability to respond appropriately using relevant procedures, including the ability to work with high risk situations in complex cases, and to take responsibility for clinical decisions as part of a team.	Essential
Ability and Skills	Excellent verbal written communications skills, including an ability and willingness to write and present reports in a range of professional settings, including court.	Essential
	Ability to work as part of a multi-disciplinary network and to contribute flexibly to the work of the team, and to understand and apply professional boundaries and interfaces.	Essential
	Good administrative and record keeping skills and the ability to use information technology.	Essential
	An ability to undertake systemic psychotherapy with families through the use of interpreters and to translate western concepts to non-Western families and ability to modify and adapt therapeutic techniques and models for non-Western families.	Essential
	Ability to safely manage conflict and highly emotionally charged meetings. To have a good	Essential

	understanding of adult and child health care systems.	
<b>Equal opportunities</b>	Ability to demonstrate awareness/understanding of equal opportunities and other people's behaviour, physical, social and welfare needs	Essential
<b>Safeguarding</b>	Demonstrate an understanding of the safe working practices that apply to this role.	Essential
	Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.	Essential

<b>Disclosure level</b>	
<b>What DBS Level is required for this post?</b>	
None	<input type="checkbox"/>
Standard	<input type="checkbox"/>
Enhanced Child Only	<input type="checkbox"/>
Enhanced Child/Adult Bar	<input checked="" type="checkbox"/>
<b>Working Arrangements</b>	
What work type does this role fit into? (tick one box that reflects the main work type, the default workers type is flexible)	
Fixed	<input type="checkbox"/>
Flexible	<input checked="" type="checkbox"/>
Field	<input type="checkbox"/>
Home	<input type="checkbox"/>