

## Job Description

<b>Job title:</b>	Therapeutic Practitioner (Working with Children and Young People)
<b>Reports to:</b>	Stay Well Coordinator
<b>Based at:</b>	South Staffordshire (Current venues are in Cannock, Rugeley, Burntwood and Lichfield)
<b>Hours of work:</b>	37 hours per week, to include one evening
<b>Salary:</b>	Pt 22-Pt 28 £26,663 - £32,180 gross per annum, dependent on experience

### Job Summary

The post holder will work in the Staffordshire Stay Well Team – a partnership led by Changes Health and Wellbeing, alongside North Staffs Mind and Dove. We provide a combination of therapeutic interventions for children and young people delivered face to face, by phone and online.

The post holder will work in the service for the contracted hours agreed, to include a minimum of one late evening per week. You will be based in outreach venues in the specified areas.

The post holder will work with people from different cultural backgrounds and ages 5–18 years and should be committed to equal opportunities.

The post holder must be able to reliably travel/commute to different venues in the locality, to suit client need.

### Main Duties & Responsibilities

- Formulate and implement therapy programmes, drawing on a range of theoretical and therapeutic models.
- Adapt therapeutic approaches to meet client's needs and preferences, including offering both exploratory, feelings-based work and also structured psychoeducational interventions.
- Engaging children and young people in therapy and creating positive therapeutic relationships through rapport building and creating a comfortable environment.
- Use highly developed communication skills in working with young people and caregivers to understand their personal and often very sensitive difficulties and develop a range of treatment interventions.
- Exercise autonomous professional responsibility for the assessment, risk management and therapy of clients in line with the service.
- Educate and involve family members and others in therapy as necessary, with sensitivity in easily understood language.
- Build a safe and trusting relationship with limited information and time in a potential one-off contact.
- Manage own caseload of clients.
- Work independently at the outreach venues.
- Deliver sessions face to face, by telephone and video.
- Complete all requirements relating to data collection within the service.
- Keep coherent records of all therapeutic activity in line with service protocols.

- Liaise with other professionals from a range of agencies in the care provided to clients.
  - Attend any meetings relevant to the post.
  - Willing to be involved in delivering information/promotion events.
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- Demonstrate that you are working in accordance with the BACP Ethical Framework for the Counselling Professions at all times. This document can be found on [bacp.co.uk](http://bacp.co.uk) in the 'Events and Resources' section.

### **Training & Supervision**

- Receive own supervision of client work.
- Be committed to ongoing personal and professional development.
- Undertake relevant training, in particular Safeguarding & Child Protection.
- Support other team members in provision of a quality service.

### **Professional Discipline**

- Abide by North Staffs Mind policies and procedures, particularly in relation to safeguarding and Child Protection.
- Ensure the maintenance of standards of practice according to North Staffs Mind and any regulating, professional and accrediting bodies (e.g. UKCP, BACP) and keep up to date on new recommendations/guidelines.
- Ensure that client confidentiality is maintained.
- Ensure clear professional objectives are identified, discussed and reviewed with line manager on a regular basis as part of continuing professional development (CPD).
- Attend supervision on a monthly basis in line with North Staff Mind's policy.
- Participate in individual performance review and respond to agreed objectives.
- Attend relevant conferences/workshops in line with identified professional objectives.
- Participate in service improvement by highlighting issues and implementing changes in practice

### **General**

- Contribute to the development of best practice within the service.
- All employees have a duty and responsibility for their own health and safety and the health and safety of colleagues, clients and the general public.
- All employees have a responsibility and a legal obligation to ensure that information processed for both clients and staff is kept accurate, confidential, secure and in line with North Staffs Mind's Data Protection and Confidentiality Policies.
- It is the responsibility of all staff that they do not abuse their position for personal gain, to seek advantage or further private business or other interests in the course of their official duties.

**This Job Description does not provide an exhaustive list of duties and may be reviewed in conjunction with the post holder in light of service development and transformation.**

### **Terms and conditions**

- You will be reimbursed for out-of-pocket expenses that are authorised in accordance with North Staffs Mind's procedures.
- You will receive 5 weeks paid holiday per year, plus your birthday (or alternative day) as additional leave.
- North Staffs Mind offers a workplace pension scheme with an employer contribution of 5%.

## Person Specification

<b>Skills &amp; Qualifications</b>	<b>Essential / Desirable</b>	<b>Demonstrated by / at</b>
<b><u>Qualifications</u></b>		
Diploma in Counselling Qualification	Essential	Application
Solution Focused Certificate or Equivalent	Desirable	Application
BACP Accredited or equivalent	Desirable	Application
Evidence of CPD/Training relevant to working with CYP	Essential	Application & Interview
<b><u>Skills &amp; Competencies</u></b>		
Good organisational and administrative skills	Essential	Application
Excellent Interpersonal Skills	Essential	Application & Interview
Experience of working with clients by phone and video	Essential	Application & Interview
Computer Literate	Essential	Application & Interview
Well-developed skills in the ability to communicate effectively sensitive information to clients, their families, carers and other professionals – both orally and in writing.	Essential	Interview
Able to develop good therapeutic relationships with CYP clients and care givers	Essential	Application & Interview
Able to show initiative to manage own workload	Essential	Application & Interview
Problem solving abilities and a creative approach to work	Desirable	Interview
<b><u>Knowledge</u></b>		
Demonstrate an understanding of the mental health issues in children and young people	Essential	Application & Interview
Demonstrate an understanding of the need to use evidence based, measured outcomes and how it relates to this post	Desirable	Interview
Knowledge of safeguarding and child protection issues and other relevant legislation	Essential	Interview

<b><u>Experience</u></b>		
Ability to meet agreed/specified service targets	Essential	Interview
Ability to write clear reports and other documentation as required in relation to the post	Essential	Application
Experience with routine outcome monitoring	Desirable	Application
Experience of working with CYP (5 – 18)	Essential	Application & Interview
Experience of one-off contact therapeutic interventions	Desirable	Interview
<b><u>Personal Qualities</u></b>		
A genuine interest and liking for young people	Essential	Application & Interview
Flexible attitude to work	Essential	Interview
High level of enthusiasm and motivation	Essential	Interview
Ability to work within a team and foster good working relationships	Essential	Interview
Ability to work under pressure	Essential	Interview
Regard for others and respect for individual rights of autonomy and confidentiality	Essential	Interview
Ability to be self-reflective whilst working with clients in own personal and professional development and in supervision	Essential	Interview
<b><u>Other Requirements</u></b>		
Car driver and / or ability and willingness to travel to locations throughout the organisation	Essential	Application