**Job Description**

# Section A: Job Profile

The job profile provides key information relating to the salary and working conditions e.g. location of a job, along with the current focus of the role and a brief description of the main duties.

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| Job Details |
| Job Title: | Systemic Family Therapist |
| Salary Grade: | Salary£ 53,755 (8a) All Clinical roles within the Clinical Team are in accordance with the NHS Agenda for Change most recent agreement  |
| Hours: | 37  |
| Team: | The Clinical Team |
| Service Area: | Children’s Services |
| Primary Location: | Union Street, Cowley in Oxford is the Clinical Team general address base but the person in this role is expected work Countywide according to need. In this case the north of the county is specially an area where the work will take place. |
| Budget responsibility: | none |
| Responsible to: | Laura Ogi |
| Responsible for: | Trainees and Family Practitioners as appropriate |
| Political Restricted Post: |  |
| Job Purpose |
| This is an exciting opportunity to work as a Family Therapist within Oxfordshire County Council’s Children, Educational and Families (CEF) Directorate. Our Children’s Services work with vulnerable children, young people and families who are open to social care, at times in or on the edge of the care system or preparing for independence. Our service aims to deliver the best outcomes for families through integrated and individualized interventions. This role sits within our multi-disciplinary Clinical Team and provides support to the wider Social Care Statutory teams through consultation, reflective practice and both direct and indirect clinical work. The Clinical Team is led by a Consultant Clinical Psychologist and has a strong ethos of creative, integrative and relational / trauma /attachment-informed psychological approaches. As part of a new Community Family Clinic initiative, this role involves working alongside Clinical Psychologists and Psychological Practioners, to provide family interventions to families as well as therapeutic and psychological input into OCC’s Statutory Area Teams, who assess, safeguard and support families in need. This role involves carrying out assessments, delivering consultations and Family therapy work to families. In addition, the post holder might support with referrals to mental health services for families, children and young people within the pathway. This post plays a key role in integrating psychologically informed and evidence-based practice across the pathway, through the provision of consultations with social workers and their teams as well as at times leading reflective practice groups. The role also contributes to developing working relationships between local children’s mental health services and Children’s Services teams and provides support to social workers with their engagement with the wider partner agencies.Family Therapy plays a key role in supporting families to prevent breakdown of relationships and the team sees this as a key intervention.The Clinical Team works closely with teams and agencies both inside and outside of OCC, and we are committed to improving the lives of families across Oxfordshire. We welcome applicants with a specialist interest in Systemic Family Therapy. The Clinical Team will support the post holder’s professional development through a culture of training, CPD / research opportunities and supervision. |
| Job Responsibilities  |
| **Clinical:*** To offer family therapy.
* To offer systemic interventions to families and teams.
* To offer therapeutic support and guidance to the Statutory Social Care Teams and review existing plans and when appropriate and advise on the amendments needed to achieve sustainable outcomes.
* To contribute to the development of models of both assessing and working with families and young people within the Statutory Social Care Teams.
* To lead on assessments of clients based upon the appropriate use, interpretation and integration of data from a variety of sources including assessments of attachment security; psychological (and neuropsychological) tests; self-report measures; rating scales; direct and indirect structured observations and semi-structured interviews with clients, their family / carers, and others (e.g. social workers) involved in the client’s care.
* To prepare and provide Therapeutic and multidisciplinary assessment reports to court standard. To appear as an expert witness on behalf of the local authority.
* To formulate plans for the formal therapeutic treatment and/or management of a client’s needs based upon an appropriate conceptual framework of the client’s problems, and employing methods based upon evidence of efficacy, across the range of service models (e.g. consultation and direct work). This will include recognition and understanding of the impact of race, religion, age disability, gender, class, culture, ethnicity and sexual orientation for individuals, families or groups.
* To lead and implement treatment and intervention programs in collaboration with other team members. To hold a caseload and offer a range of therapeutic skills including individual, family and group work where appropriate.
* To provide therapeutic advice, guidance and consultation to other professionals both within and outside of the service, contributing to clients’ formulation, diagnosis and care or treatment plan. This may involve the convening of multi-professional or multiagency meetings and/ or writing required reports.
* To undertake where appropriate, and support the review of, risk assessments and management plans for individual clients seen by professionals and unqualified staff in the statutory teams, and to provide both general advise to other professionals (e.g. social workers) on therapeutic aspects of risk assessment and management. This might include, on specific occasions, being required to offer advice and consultation out of hours when appropriate.
* To ensure therapeutic care packages are delivered as appropriate for the client’s needs, including the work of other professionals involved with the client’s care, arranging meetings as appropriate and ensuring effective communication between agencies, colleagues, children, young people, their parents and / or carers.
* To communicate information concerning the assessment, formulation and treatment plans in a highly skilled and sensitive manner.
* The monitoring and evaluation of progress over the course of interventions.
* The promotion of an understanding of clinical language and to develop social workers’ versatility in using clinical language.
* To provide Supervision to trainee professionals within the service, when appropriate.
* To collect, analyze and review a broad range of collected data, to evaluate and improve the delivery of the service.

**Management, Policy and Service Development:*** To contribute to the development of a high quality, responsive and accessible service for clients, their carers and families.
* To act immediately on any safeguarding concerns, or issues that may affect the safety of a family or appropriate/safe operation of the centre and to support colleagues in this process.
* A commitment to contributing to our clinical data – we record a wide range of data to enable us to track progress and measure our effectiveness as a team.

 **Supervision, Continued Professional Development and Teaching:*** To receive professional supervision.
* To identify areas of development and deliver training to a range of staff in the statutory teams, who have differing levels of qualification and professional background.
* To provide specialist advice, consultation, training and clinical supervision to staff working both within the statutory teams and within other agencies.
* To continue to develop expertise and experience in continued professional development including training and clinical supervision.
* Ensure all training provided is carried out in line with Equal Opportunities Policies

**Research, Development and Service Evaluation:*** To lead and contribute to planning and implementing systems for the evaluation, monitoring and development of the services and resources for children’s’ social care staff through the deployment of professional skills in research, service evaluation and audit, and to ensure incorporation of psychological frameworks for the provision of high-quality care.
* To utilize theory, evidence-based literature and research to support evidence-based practice in clinical work, work with other team members, and across the pathway.
* To undertake appropriate research
* To t times, lead the OCC wide Reflecting on Research groups to review and consider impact on practice of up-to-date and relevant research for the organization.

 **Report Writing and evidence for court*** To provide specialist written and / or verbal reports for care planning meetings, placement panels and childcare reviews, and to give evidence in court on the clinical work undertaken and the subsequent findings.

 **General*** To ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programs.
* To ensure the development and articulation of best practice within the service area and contribute across the service by exercising the skills of a reflexive and reflective practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of systemic Family Therapy and related disciplines.
* To ensure the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with the professional codes of practice of the Health and Care Professionasl Council and Children Young People and Families policies and procedures.
* To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
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# Our Values

Our organisational values underpin everything we do and say and are supported by policies, processes and guidance. In short, our values describe ‘the way we do things here’ so that we deliver great services for our residents. Our values are:

* Always learning
* Be kind and care
* Equality and integrity in all we do
* Taking responsibility
* Daring to do it differently

Everyone that works for us demonstrates their commitment to these values. We will ask you to demonstrate your commitment to these values, and their associated behaviours, throughout the application process.

# Section B: Selection Criteria/Person Specification

This section provides a list of essential and desirable criteria that detail the skills, knowledge, behaviours, qualifications and experience that a candidate should have to perform the job.

Each of the criteria listed below, and your commitment to our values, will be measured through the application form/CV (A) and optionally one or more of the following - a test / exercise (T), an interview (I), a presentation (P) or documentation (D). You must provide a supporting statement as part of your application which includes examples and evidence of when you have demonstrated the criteria listed below.

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| Essential Criteria | Assessed By: |
| **Educational achievements, Qualifications, Training and Knowledge:*** Postgraduate qualification in Systemic Family Therapy accredited by the Health and Care Professionals Council
* Membership of AFT (Association of Family Therapy) or UKCP

  | D, I |
| **Experience:*** Experience of working within relevant services such as CAMHS, Looked after services or services related to safeguarding and/or complex families which could include the Local Authority, Forensic Services or relevant Third Sector organizations.
* Experience of working with a wide variety of client groups, across the whole lifespan and presenting with a full range of clinical severity across a full range of care settings
* Experience of assessing and managing high risk individuals or families in the community in collaboration with a multi-agency network
* Experience of working with challenging families where concerns relating to parenting and child welfare have been identified.
* Experience of working with family systems where children have emotional, behavioral and developmental difficulties.
* Experience of working with troubled children using therapeutic approaches including attachment theory
* Skills in the use of highly complex methods of therapeutic assessment commensurate with the Systemic Family Therapy Training at postgraduate level.
* Highly developed skills, in the formulation of complex problems from a psychological perspective and in the implementation of specialist psychological therapies, interventions and management techniques that are appropriate for use with complex presenting problems. Able to deliver established/evidenced based Systemic Family Therapy to fidelity.
* Knowledge and understanding of theory and practice frameworks relating to attachment and parenting.
* Ability to form positive working relationships with a range of colleagues across agencies.
 | A, I |
| **Personal:*** Enthusiasm for achieving the best outcomes for children and families.
* A capacity to engage young people and families.
* Ability to interact effectively with staff from all disciplines and to work collaboratively with a team to achieve common objectives.
* Ability to maintain a high degree of professionalism, and to reflect on and manage own emotions and those of others, when faced by highly distressing material, problems and circumstances (e.g. when dealing with family breakdown or sexual abuse) on a frequent basis.
* Capacity for tolerating frustration, change and high levels of demand with an ability to work effectively under pressure.
* An awareness of own strengths and limitations
* Willingness to work flexibly and to integrate theoretical models from a range of disciplines.
* Ability to attend and concentrate in an intense and sustained manner on a frequent basis when using specialist and complex methods of psychological assessment and treatment, or when completing research activity.
 | A, I |
| **Other:*** Ability to identify, provide and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviors.
* To be able to travel as necessary for the post.
* Commitment to safeguarding and promoting the welfare of children and young people.
* To hold a driving licence.
 | A, I |
| **Special Requirements:*** Satisfactory standard Criminal Records Bureau disclosure
* A personal commitment to the delivery of high-quality psychological interventions for children who have experience of maltreatment and multiple losses.
 | D, A, I |
| Desirable Criteria | Assessed By: |
| **Educational achievements, Qualifications, Training and Knowledge:*** Good working knowledge of attachment and systemic theory
* Experience of delivering parenting interventions
 | A, I |
| **Experience:*** Experience and or knowledge of working with children in the looked after system either pre or post qualification.
* Experience of working with children and families within Child and Adolescent Mental Health Service or equivalent specialist service
* Experience of exercising therapeutic responsibility for clients’ care and treatment
* Ability to supervise and consult on cases which have at times rapidly changing needs and to be able to offer structured supervision in the face of this
* Experience of the application of attachment and/or systemic theory
* Knowledge and skills in the use of specialized techniques in the assessment and treatment of children and families
* The ability to produce written reports of a standard suitable for submission to court proceedings
* The ability to provide expert testimony under cross-examination

  | A, I |
| **Personal:*** A commitment to the evaluation of services, enthusiasm for both multi-professional and uni-professional audit, and a wish to continue to develop expertise in the service area
* Is flexible and able to use their initiative, whilst accepting the need to work within policies and procedures
 | A, I |

# Section C: Pre-employment Checks

All appointments are subject to standard pre-employment screening. This will include identity, references, proof of right to work in the UK, medical clearance and verification of certificates. Further information can be found here [Pre-employment checks](https://www2.oxfordshire.gov.uk/cms/content/support-attending-interviews)

Additional pre employment checks specific to this role include:

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| [ ]  | Enhanced Disclosure and Barring Service check with Children’s and Adults Barred List | [x]  | Enhanced Disclosure and Barring Service check without [an Adult/Children’s barred list check](https://intranet.oxfordshire.gov.uk/cms/content/safer-recruitment-and-disclosure-and-barring-service-checks#enhanced-dbs-check-without-an-adult-childrens-barred-list-check) |
| [ ]  | Enhanced Disclosure and Barring Service check with Children’s Barred List | [ ]  | Enhanced Disclosure and Barring Service check with Adults Barred List |
| [ ]  | Standard Disclosure and Barring Service check | [ ]  | Basic Disclosure |
| [ ]  | Disqualification for Caring for Children (Education) | [ ]  | Overseas Criminal Record Checks |
| [ ]  | Prohibition from Teaching | [ ]  | Professional Registration |
| [ ]  | Non police personnel vetting | [ ]  | Disqualification from Caring |
| [ ]  | Other (please specify): | Drivers licence |

# Section D: Working Conditions

This is a guide to the working conditions and the potential hazards and risks that may be faced by the post-holder.

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| Health & Safety at Work |
| You are responsible for your own health, safety and wellbeing, and undertaking health and safety duties and responsibilities for your role as specified within Oxfordshire County Councils Health and Safety Policy. |
| The potential significant hazard(s) and risk(s) for this job are identified below (those ticked).  |
| [ ]  | Provision of personal care on a regular basis | [ ]  | Driving HGV or LGV for work |
| [ ]  | Regular manual handling (which includes assisting, manoeuvring, pushing and pulling) of people (including pupils) or objects | [ ]  | Any other frequent driving or prolonged driving at work activities (e.g. long journeys driving own private vehicle or WCC vehicle for work purposes) |
| [ ]  | Working at height/ using ladders on a regular/ repetitive basis | [ ]  | Restricted postural change – prolonged sitting |
| [ ]  | Lone working on a regular basis | [ ]  | Restricted postural change – prolonged standing |
| [ ]  | Night work | [ ]  | Regular/repetitive bending/ squatting/ kneeling/crouching |
| [ ]  | Rotating shift work | [ ]  | Manual cleaning/ domestic duties |
| [ ]  | Working on/ or near a road | [ ]  | Regular work outdoors |
| [x]  | Significant use of computers (display screen equipment) | [x]  | Work with vulnerable children or vulnerable adults |
| [ ]  | Undertaking repetitive tasks | [x]  | Working with challenging behaviours |
| [ ]  | Continual telephone use (call centres) | [ ]  | Regular work with skin irritants/ allergens |
| [ ]  | Work requiring hearing protection (exposure to noise above action levels) | [ ]  | Regular work with respiratory irritants/ allergens (exposure to dust, fumes, chemicals, fibres) |
| [ ]  | Work requiring respirators or masks | [ ]  | Work with vibrating tools/ machinery |
| [ ]  | Work involving food handling | [ ]  | Work with waste, refuse |
| [ ]  | Potential exposure to blood or bodily fluids | [ ]  | Face-to-face contact with members of the public |
| [x]  | Other (please specify): | Hold a driver’s licence |

**Agile Working**

All staff may be required to work from a different base or in a different location at some point in the future in line with any Council or school needs.  Such changes will be made after proper consultation and shall be deemed to be reasonable after taking into account any personal requirements.