

Job Description



Job Title: **Clinician/Therapist**
Responsible to: Director of Clinical Services
Location: Shropshire

1. Job Purpose

- To work as part of the Bryn Melyn Care clinical team and be responsible for the delivery of clinical services.
- To promote the integrated therapeutic care of young people who are looked after and placed with Bryn Melyn Care.
- To be an active part of the integrated therapeutic care approach which links the clinical team, education and care staff in working therapeutically with young people.

2. Key Inputs

1. To work therapeutically with looked after young people. This will include delivery of regular individual sessions, and may include working with groups.
2. To carry out assessments with young people, including risk assessments, that will inform therapeutic interventions and support the work of education and care teams.
3. To be involved in the design, implementation and monitoring of assessment and intervention plans, including care plans.
4. To work closely with care teams and education staff:
 - Liaising and communicating regularly.
 - Taking an active part in meetings with teams working with young people.
 - Advising care managers, key workers, teachers on risk assessment and management, and behaviour management.
 - Developing and improving teams through clinical planning and the sharing of information.

5. To support the Clinical Service contribution to the referral, admission, and leaving care processes as required.
6. To contribute to internal and external review processes, including the Looked After Children review process; writing and presenting reports.
7. To work closely with relevant external agencies including Social Care, CAMHS and Youth Offending Teams.
8. To develop and deliver training for inclusion in the Bryn Melyn Care training programme; and for teams of staff to meet specific training needs.
9. To contribute to the evaluation of work undertaken within Bryn Melyn Care, and specifically within the clinical team.
10. To be involved in the recruitment of staff as required.
11. To attend internal and external meetings as required; including clinical team meetings.
12. To participate in supervision, both individual and group.
13. To maintain efficient recording and administrative systems.
14. To ensure that the needs of young people are addressed in a non-oppressive, anti-discriminatory environment.
15. To carry out any other duties commensurate with the post and delegated by the director of clinical services.

Person Specification

No.	Criteria for Selection	Essential or Desirable
Qualifications		
1	A recognised postgraduate qualification in psychotherapy.	E
2	Valid registration/accreditation with a UK professional body or association; or close to achievement of such.	E
Knowledge and Experience		
3	A professional clinician with broad experience of the theories and applications of therapeutic models of intervention.	E
4	A thorough knowledge of the aetiology of attachment and loss and its management.	E
5	Proven abilities in the planning and delivery of clinical programmes.	E
6	Experience of working with people with complex needs and challenging behaviour.	E
7	Knowledge and understanding of therapeutic work with young people.	E
8	Experience of working with young people.	D
9	Experience in producing high quality reports.	E
10	Knowledge of risk assessment and risk management.	D
11	Experience in the role of coach or mentor to staff.	D
12	Experience of working as part of a multi-disciplinary team.	D
13	Knowledge and understanding of Health & Safety, Equal Opportunities, Anti Discriminatory Practice and all relevant legislation	E
Skills and Personal Qualities		
1	Good oral and written communications skills.	E
2	An ability to work as a member of a multi-disciplinary team.	E
3	An ability to work independently.	E
4	An ability to work in a challenging environment; being robust and resilient.	E
5	Decision maker.	E
6	A motivator who will positively engage staff in the work role.	E
7	An ability to develop constructive relationships with a broad range of professionals.	E
8	An ability to represent and promote a positive image and the ethos of Bryn Melyn Care.	E
9	Drive and determination to succeed.	E
10	High degree of self motivation and the ability to work to deadlines.	E
Other		

1	Willing to work outside office hours in maintaining client relationships.	E
2	Full driving licence and willingness to travel.	E
3	Good physical and mental health, the appointment is subject to a satisfactory medical report.	E
4	Smart appearance appropriate to a professional and the desire to promote this in others.	E