

Child & Family Systemic Family Therapist

Department: Children, Young People, Education & Skills

Division: Family and Community Support Service

Reports to: Family and Community Support Team Manager

JE Ref: CYP057

Grade: CS11

JE Date: 20/10/2020

Job purpose

To provide a specialist family and systemic psychotherapy service in the Family and Community Service, including specialist assessment, treatment, planning and monitoring of outcomes.

To provide professional and clinical supervision to other workers undertaking family work in the service and to support training programmes in family interventions to help colleagues develop their family interventions skills

Job specific outcomes

1. To work within relevant professional guidelines (e.g. AFT, UKCP, BPS or HCPC) and the policies and procedures of the Family and Community Support service to help children and families with multiple or complex needs make changes in their lives, become resilient and achieve positive outcomes, as part of the Early Help approach under Jersey's Children First Framework.
2. To contribute to the generic functions of the team as required by undertaking or contributing to assessments, working as a Duty Worker, offering a triage service to referrers and concerned professionals, responding to service users and parents, gathering and sharing information with partner agencies, undertaking home and school observations and delivering evidence based interventions.
3. To undertake detailed, highly specialist systemic assessment and interventions for children and families using a range of assessment approaches including interviews, observations of family interactions, genograms, individual and family questionnaires and other measures as appropriate.
4. To assess and monitor risk and draw up appropriate risk management plans that prioritise the needs of the child or young person and consider their social and family context.
5. To provide a consultation and training role in delivering systemic family interventions to other team members working with families where systemic issues are indicated and ensure that systems are in place and working effectively for the clinical supervision and support of Family Partnership Workers.

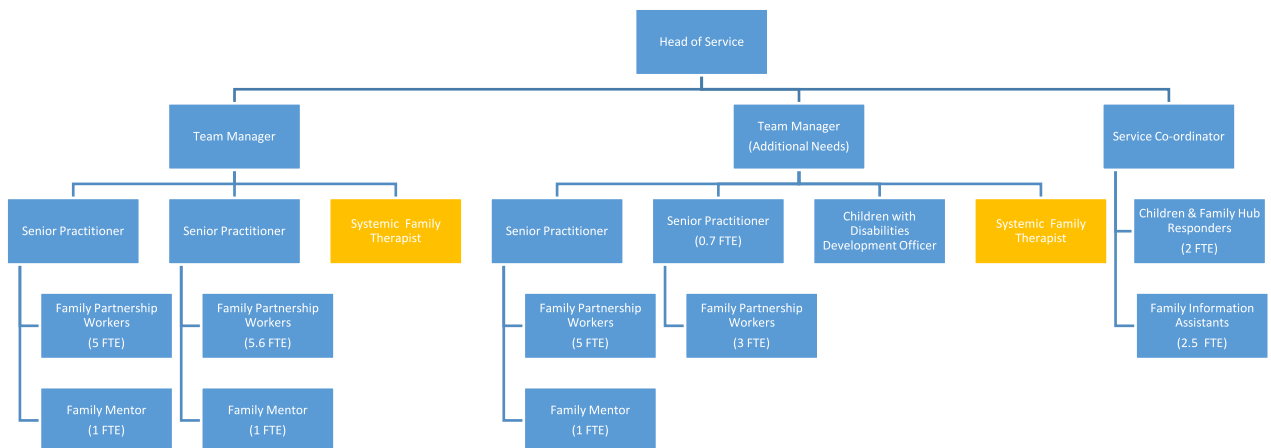
6. To act as lead worker for some children and families as required, and co-ordinate multi-professional groups as appropriate.
7. To exercise responsibility for the governance of systemic family therapy practice within the service within professional and service guidance, policies and procedures.
8. To evidence the use of appropriate outcome measures, such as score 15, RCADS or other appropriate measure to illustrate clinical effectiveness.
9. To participate fully in the Appraisal / Supervision structure and work with their manager to ensure that they have a clear job plan and objectives
10. To be involved and support Line managers in service development and delivery of KPI's

Statutory responsibilities

- The postholder will have to comply with all relevant States Laws, such as the Health and Safety at Work (Jersey) Law 1989 and any other associated legislation, Standing Orders, Financial Directions, and other relevant Codes of Practice, in respect of managing the key project deliverables of programmes and costs through the active management of procurement, approval, financial and administrative procedures.
 - To be responsible for your own health and safety and that of your colleagues, in accordance with the Health and Safety at Work (Jersey) Law, 1989
 - To work in accordance with the Data Protection (Jersey) Law;
 - This role is politically restricted. The jobholder is not permitted to undertake political activity involving standing for election to the States or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.
-

Organisation chart

Insert an organisation chart showing this role and its line managers and reports (individual names must not be included only post titles)



Person Specification

Specific to the role

Describe the knowledge, skills, experience, and qualifications required to perform the job to a satisfactory standard.

It is important to convey what the job requires, rather than what an individual might have, as these may be different. For example, you may have a postgraduate level qualification, however, an A' Level standard qualification is the requirement for the job.

ATTRIBUTES	ESSENTIAL	DESIRABLE
Qualifications Please state the level of education and professional qualifications and / or specific occupational training required.	The post holder must hold a professional qualification in a core health / social care profession and be registered with the relevant professional body, e.g. first level mental health nurse (RMN), psychology degree plus an applied qualification in clinical/educational/counselling psychology, medicine e.g. MBChB, occupational therapy	A specialist MSc level qualification in Family Therapy or equivalent qualification and accreditation and registration with an appropriate professional body e.g. Association of Family Therapy

	<p>(Dip OT), State Registered Arts Therapy Senior 1, Social work e.g. Dip SW.</p> <p>Has commenced or completed diploma level training in Family Therapy</p>	
<p>Knowledge <i>This relates to the level and breadth of practical knowledge required to do the job (e.g. the understanding of a defined system, practice, method or procedure).</i></p>	<p>Demonstrates advanced communication skills and the ability to manage and facilitate effective communication with a wide range of individuals and groups using principles applied from models of family therapy.</p> <p>Demonstrates in working practice the ability to maintain trust and credibility with children, families and colleagues.</p> <p>Is responsive to suggestions and advice from others and displays a constructive interest in and approach to new techniques, concepts, processes and systems.</p> <p>Demonstrates the ability to listen, interpret and understand a broad range of expressed emotions and behaviours and adopts a considered response and empathy towards children, families and colleagues.</p> <p>Ensures the values of the Government of Jersey in relation to equality, diversity, and anti-discriminatory practice are upheld.</p> <p>Can demonstrate excellent interpersonal and social skills and can effect positive inter-professional and inter-agency communication and co-operation and the building of</p>	

	<p>effective professional relationships with children and young people, parents and carers, and colleagues.</p>	
<p>Technical / Work-based Skills <i>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</i></p>	<p>Able to demonstrate a range of information technology skills i.e. an ability to effectively use IT equipment and role critical software.</p> <p>Able to provide clinical supervision to other members of the multi-disciplinary team.</p> <p>Well-developed skills for assessing and working with clients in specialist caseload.</p>	
<p>General Skills/Attributes <i>This relates to more general characteristics required to do the job effectively, e.g. effective written communication skills, ability to delegate, motivation or commitment etc.</i></p>	<p>Can demonstrate and evidence the ability to work effectively with others in a collaborative and constructive manner to achieve shared goals.</p> <p>Is outwardly calm under pressure, whilst maintaining effectiveness. Copes well in high expressed emotion/stressful situations.</p> <p>Uses an analytical and objective approach to determine priorities and solve problems, considers all options and weighs up the possible implications of actions</p>	
<p>Experience <i>This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an</i></p>	<p>At least three years relevant post qualification experience</p>	<p>Post qualification experience gained within a multi-agency environment</p>

<i>external body (for example a period of post-qualification experience).</i>		
Criteria relating to Safeguarding <i>Other requirements needed to confirm suitability to work with vulnerable people e.g. attitudes, skills, experience etc.</i>	Relevant training undertaken in relation to adult/child safeguarding.	Knowledge of service specific procedures and protocols.

Core Accountabilities, Attributes and Behaviour Indicators

Delete as appropriate:

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 6 core accountabilities attributes and behaviour indicators.

The standards relevant to this tier, identified in the States of Jersey core accountabilities attributes and behaviour indicators, are to be attached in a separate document.