

JOB DESCRIPTION / COMPETENCY PROFILE

Job Title	Highly Specialist Child & Adolescent Psychotherapist
Payband/Grade	Band 8a
Directorate	CYPS Community Team Northeast Hampshire (NEH)
Job Description Reference	

My job makes better lives by providing appropriate interventions for families so they receive a timely and effective service, delivered in respectful and safe environments and deploying leadership skills to facilitate service development and driving change to the benefit of children and young people.

Job Overview

- To provide CYPS Community Team NEH with a high quality, specialist evidence-based psychoanalytic child psychotherapy service to children, young people and their families and professional networks.
- To case hold and provide generic work identifying the most appropriate intervention for a child or young person.
- To provide highly specialist child assessment and therapy to children/adolescents with severe, complex and persistent mental health problems and their families.
- To provide specialist advice and consultation regarding diagnosis and treatment to NHS colleagues and external agencies.
- To work autonomously within the Association for Child Psychotherapy and Trust guidelines.
- To provide supervision to CYPS professionals including trainees, where appropriate.
- To develop audit and research activities and to propose and implement policy changes within the area served by the team.
- All post holders working will be expected to uphold the Trust's vision and values.

The post is for 30 hours, (0.8WTE)

NHS Competency	Level
Communication	4
Personal and People Development	4
Health, Safety and Security	3
Service Improvement	3
Quality	4
Equality and Diversity	3
IT Skills	2
Statutory Requirements	
Member of Association of Child Psychotherapy (ACP)	

SABP Leadership Competency	
Strategic Leadership	3
People Leadership	3
Performance Leadership	4
Personal Motivation	4
Values	
Treat People Well	
Create Respectful Places	
Involve not Ignore	
Open, Inclusive and Accountable	

Qualifications required

- Post graduate Doctorate training or equivalent in Child and Adolescent Psychotherapy
- Training in clinical supervision (desirable)

Experience required

- Have a minimum of 5 years' clinical experience working with children and adolescents with complex mental health needs
- Experience of providing effective appraisal and clinical supervision for a range of professional groups
- Experience of supporting trainee child and adolescent psychotherapists

Suitable for someone who is passionate and committed to ensuring high quality services for children, young people and families with mental health problems and who enjoys facilitating the development of staff and supporting them to achieve their potential.

Key Responsibilities

Clinical:

- 1) To provide a specialist psychoanalytic psychotherapy assessment of clients referred to the team incorporating complex information from other professionals. To make decisions about treatment options taking into account evidence based research, theory, practice and highly complex factors concerning historical and developmental processes which have impacted on the child and their family
- 2) To formulate and in collaboration with children, young people and their carer's, develop and implement care plans for the assessment and treatment and/or management of the full range of children and young people's mental health problems based upon an appropriate conceptual framework and employing methods based upon evidence and in collaboration with young people and their carers
- 3) To provide highly specialist short e.g STPP or TAPP or long term psychoanalytic child psychotherapy for children/adolescents with severe, complex and persistent mental health problems and to work with parents/carers who may be vulnerable and have mental health problems, for families who may have complex and persistent problems. To work in ways which are sensitive to and appropriate for the needs of families from a wide range of racial, cultural and religious backgrounds
- 4) To undertake risk assessment and develop crisis and contingency plans with young people and their carers

To exercise responsibility and autonomy for the treatment and discharge of children and young people who have engaged with child psychotherapy, ensuring appropriate assessment and intervention, communicating with the referrer and others involved with the care on a regular basis

- 5) To act as a lead professional for clinical cases, ensuring that children and young people access the appropriate care pathways, coordinating the work of others involved with their treatment. Arranging reviews and network meetings with professional members of other agencies.
- 6) To provide highly specialist psychoanalytic child psychotherapy advice, guidance and consultation to young people, carers and other professionals contributing to a care plan
- 7) To communicate effectively professional opinion verbally and in writing and to provide highly specialist assessment reports for Social Services, Education and other agencies as appropriate

- 8) To use as required a range of theoretical and practical knowledge for work with children/adolescents and their parents
- 9) To provide specialist consultation, advice, support and guidance to other professionals working in the service in order to maintain high standards of work with children. To make psychoanalytic child psychotherapy theory and practice accessible to clinicians and other staff members in the team

Teaching, Training and Supervision

- 1) To receive regular clinical supervision in accordance with Trust Clinical Governance Standards and the codes of practice and ethical guidelines of Association of Child Psychotherapy
- 2) To develop and maintain skills in the areas of professional teaching, training and supervision and to provide supervision or consultation as appropriate to multi-disciplinary team colleagues working with children, young people, their families and professional networks
- 3) To undertake responsibility for the development of Trainee Child Psychotherapists as a service supervisor
- 4) To maintain CPD requirements in accordance with ACP guidelines

Management, Policy and Service Development

- 1) To develop high level skills in organisational issues and participate as a senior clinician in the development of a high quality, responsive and accessible service
- 2) To contribute to the development, evaluation and monitoring of the team's operational policies and services, through the deployment of professional skills in research, service evaluation and audit
- 3) To advise both service and professional management on those aspects of the service where child and/or organisational matters need addressing
- 4) To participate in staff recruitment as appropriate
- 5) To take part in the Trust's annual Appraisal and Performance Programme.
- 6) To exercise responsibility for the systematic governance of child psychotherapy practice within the team

Research and Service Evaluation

- 1) To use theory, research and evidence based literature, e.g. NICE guidelines, to inform evidence based practice in work with children, young people and families and their networks
- 2) To undertake or participate in relevant clinical research, service evaluation and audit

- 3) To undertake and initiate project management including complex audit and service evaluation with colleagues within the services to help develop service provision

General

- 1) To contribute to the development and maintenance of the highest professional standards of practice, through participation in internal and external CPD training and development programmes, in consultation with the post holder's professional lead and manager
- 2) To contribute to the development of best practice in child psychotherapy within the team by exercising the skills of a Child Psychotherapist, including the capacity for reflection and containment and the ability to bring psychoanalytic thinking to bear on an issue.
- 3) To maintain high standards of clinical record keeping, including electronic data entry and recording, report writing in line with professional ethical standards and a continuing adherence to the professional codes of practice of the ACP
- 4) To maintain up to date knowledge of legislation, national and local policies and issues in relation to children generally and to mental health and child protection in particular
- 5) To maintain ACP registration
- 6) To undertake any other duties at the request of the line manager which are commensurate with the role, including project work, team rotas and absence cover

PERSON SPECIFICATION

Job Title: Highly Specialised Child and Adolescent Psychotherapist

Location: Mindsight Community CAHS clinics

	ESSENTIAL	DESIRABLE	HOW TESTED
TRAINING AND QUALIFICATIONS	<p>Good recognised honours degree</p> <p>Doctoral level training and qualification as a Child & Adolescent Psychotherapist</p> <p>Full membership of the Association of Child Psychotherapy</p>	<p>Training in teaching Child Psychotherapy</p> <p>Training in delivering clinical supervision</p> <p>Relevant post qualification training for specialist clinical research, management, professional teaching/supervision or other equivalent specialism</p>	
EXPERIENCE	<p>Pre-qualification professional experience with children, adolescents and their families (e.g. clinical/educational psychology, teaching, social work)</p> <p>A minimum of 2 years post-qualification experience as a child psychotherapist including substantial experience of working with relevant patient groups, presenting high levels of complexity and difficulty</p> <p>Experience of exercising full clinical responsibility for clients, psychotherapeutic care and treatment both as a professionally qualified Care Coordinator and also within the context of a multi-disciplinary care plan</p>	<p>Experience of representing a team or the profession at Trust level or at local or Regional Policy Forum</p> <p>Experience of professional management of staff</p> <p>Experience of working with families in the perinatal period.</p>	

	<p>Minimum of four years clinical practice in CAMHS, including experience of representing child psychoanalytic psychotherapy within the context of multidisciplinary care in a NHS Trust</p> <p>Experience of providing supervision and consultation</p>		
KNOWLEDGE AND SKILLS	<p>Knowledge and skills of theories, practice and research in the field of psychoanalytic child psychotherapy and child development and the ability to apply them to relevant work situations</p> <p>Well developed skills in the ability to communicate clearly and effectively with patients, staff, administrators and managers on highly complex and sensitive matters in situations of potential conflict or psychological\ emotional pain and where mental health problems affect relationships</p> <p>Ability to communicate on highly complex issues through reports, publication and public presentation</p> <p>Ability to remain still and maintain intense concentration in clinical settings with children, adolescents, parents/carers where there may be high levels of distress, verbal and physical aggression or chaotic activity</p> <p>Ability to use knowledge of relevant theories, practice and research in the field of child psychotherapy and to integrate these with other available highly complex information into a coherent formulation and to apply it in treatment and clinical management</p> <p>Knowledge of the mental health needs of children and adolescents</p>	<p>Information technology and management skills using word processing, spreadsheet, database, and presentation software</p>	

	<p>Ability to work with a culturally diverse community in a wide variety of contexts</p> <p>Skills in the use of materials suitable for presentations in public, professional and academic settings</p> <p>Skills in providing consultation to other professionals and non-professional groups</p> <p>Ability to take full clinical responsibility for patient care and treatment, both as a care-coordinator and within the context of a multi-disciplinary team including the ability to assess risk and to interpret policies for safe, effective service delivery</p> <p>A highly developed ability to communicate effectively, both orally and in writing, in order to convey complex and clinically sensitive information to family members of all ages, and to a wide range of lay and professional persons within and outside the NHS</p> <p>Ability to maintain a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical violence</p> <p>Knowledge of research design and methodology consistent with child psychotherapy practice</p> <p>Knowledge of legislation and its implication for clinical practice in relation to client groups</p>		
PERSONAL	<p>Ability to convey and to model a sophisticated understanding of the ACP ethical guidelines in all areas of professional conduct</p> <p>Emotional stamina and ability to think clearly in highly stressful</p>	<p>A commitment to the continuous improvement of services using feedback from individuals and families,</p>	

	situations where there is a high level of emotion and stress		
	<p>Ability to process own emotional reactions as possible information about the child or family's emotional state</p> <p>Ability to demonstrate leadership and to articulate the value added by child psychotherapy services to multi-disciplinary work</p>		
OTHER	<p>Ability to identify and provide appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviour</p> <p>Ability to work autonomously within the framework of policies and procedures</p>	<p>A record of having published in peer reviewed or academic professional journals and books</p> <p>A demonstrated interest in supporting the development of the child field through participation in professional bodies and activities</p>	