

Person Specification

Post: Systemic Family Therapist Lead – Band 8a

Attribute	Essential The qualities without which a post holder could not be appointed	Desirable Extra qualities which can be used to choose between candidates who meet all the essential criteria	How Assessed e.g. application form, interview, test, in-tray exercise etc
Education / Qualifications	<ul style="list-style-type: none"> Professional qualification in Health or Social Care, e.g. RMN, Social Work and evidence of post registration professional development. An AFT recognised four year training leading to a qualification in Systemic Psychotherapy/ Family Therapy. United Kingdom Council for Psychotherapy (UKCP) Registration (Systemic) Registered systemic supervisor training 	<ul style="list-style-type: none"> Leadership/management qualification. Strong evidence of teaching systemic therapy to family therapy trainees and other professionals. 	<ul style="list-style-type: none"> Application Form Certificate(s) Interview
Experience	<ul style="list-style-type: none"> Demonstrable clinical experience of working with service users in the health and social care field, some of which should be in the context of service users with eating disorders, as part of relevant first profession. Demonstrable experience of working as a qualified systemic therapist within HYM Undertaken specialist training in the area of eating disorders 	<ul style="list-style-type: none"> Experience of working with young people and their families suffering from eating disorders. 	<ul style="list-style-type: none"> Application Form Interview
Knowledge	<ul style="list-style-type: none"> Experience of teaching and training systemic/ family therapy theory/skills and generic mental health training to other professional 		<ul style="list-style-type: none"> Application Form Interview

	<p>groups</p> <ul style="list-style-type: none"> • Experience of supervising staff in systemic approaches • Experience of maintaining a high degree of professionalism in the face of highly emotive and distressing problems where there may be high expressed emotion, verbal abuse or threats of violence • Experience of consultation to other professionals • Experience of delivering formal training, up to and including intermediate level. • Experience of working with complex cases 		
<p>Skills and Abilities</p>	<ul style="list-style-type: none"> • A high level of sophistication in regard to relationship and communication skills when working with young people, families and/or professionals, including where the atmosphere may be highly emotive. • Ability to complete generic mental health assessments and eating disorder specific assessments of children and young people. • Ability to motivate and lead others in orders in order to achieve service objectives. • Able to practice autonomously. • Ability to work collaboratively with colleagues from other disciplines and from other teams in order to establish effective working relationships and partnerships that support care packages. • Ability to communicate with a wide range of other professionals, service users 	<ul style="list-style-type: none"> • Sound knowledge of research and experiences of young people with eating disorder • Knowledge and experience of budget management within teams 	<ul style="list-style-type: none"> • Application Form • Interview

	<p>and members of the public.</p> <ul style="list-style-type: none"> • Well-developed skills in the ability to comprehend and communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information in a manner appropriate to a range of settings and audiences, including complex highly emotive situations and those with impaired communication capacities. • An ability to liaise and utilise systemic skills to manage complex professional meetings, networks and processes in relation to individuals and families. • Ability to provide ongoing treatment in complex, often unstable and frequently changing circumstances. • IT skills and ability to use Microsoft Word, Internet and Email. • Commitment to one's own professional development. • Experience of clinical audit or research 		
<p>Work Related Circumstances</p>	<ul style="list-style-type: none"> • Demonstrate a willingness to be flexible, proactive and adaptable to meet changing and competing service demands. • Show evidence of an ability to sit for long periods of time and maintain intense focused concentration during clinical tasks. • An ability to withstand high levels of emotionally charged situations. • Show evidence of an ability to contain and work with organisational stress and an 		<ul style="list-style-type: none"> • Application Form • Interview

	<p>ability to “hold” the stress of others.</p> <ul style="list-style-type: none"> • Commitment to continuous professional development (CPD). • Ability to be flexible to Directorate requirements. • Ability to work flexibly to the needs of the service including weekend, evening work when required. • Contribute to the on call and service specific on call rota as required • Give evidence of a sickness (attendance) record that is acceptable to the Trust and be declared medically fit by Occupational Health to undertake the duties of the post • Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs • Willing to carry out all duties and responsibilities of the post in accordance with the Trust’s Equal Opportunities and Equality and Diversity policies • Appointments to regulated and controlled activities require an enhanced DBS disclosure. 		
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Drawn up by: Vicky Brown
Date: January 2018