



## Job Description and Person Specification

### Highly Specialist Clinical Practitioner

Role details	
Job title	HCPC registered Psychologist, UKCP registered Psychotherapist or equivalent
Salary scale	£45,000-£55,000 full time equivalent
Responsible to	Therapeutic Care Service Lead
Working hours	3 – 5 days per week 0900-1700 to be agreed with postholder
Location	Aldermaston, Berkshire
Summary of role purpose	<p>To deliver consultation, organisational and systemic leadership, specialist assessment and formulation in a residential mental health setting for teens with complex mental health needs.</p> <p>To embrace and implement ATIC™ (Attachment &amp; Trauma Informed Care) and embed consistent, predictable ATIC components and structures.</p>

Safeguarding requirements
<p>MCTS is committed to the safeguarding of all children, vulnerable adults and MCTS staff. We believe that their safety and wellbeing is of paramount importance.</p> <p>The post holder must undertake an Enhanced DBS Disclosure with list checks for both children and adults check prior to their employment and then on a 3-yearly update.</p> <p>Safeguarding training to the required standard and frequency must be undertaken to be compliant with regulations.</p> <p>All employees involved in recruiting must ensure the requirements of safer recruitment are understood and followed within the organisation, including review of implementation of processes to make this effective.</p> <p>MCTS requires full and satisfactory employment references.</p>

We require all new employees to show proof of their identity and of their right to work in the UK.

### Key performance indicators

- To deliver psychological interventions and structures to the staff team to the frequency and quality agreed in the Service level agreements (training, consultancy, assessment, interventions)
- To ensure effective, accurate and timely recording of all inputs (ClearCare etc) and outputs (outcomes)
- To ensure packages agreed with key stakeholders are delivered to a high standard e.g. ATIC model packages of support agreed with LAs and CCGs etc.
- Relationships: The maintenance of good collaborative multidisciplinary relationships evidenced in positive feedback about our service delivery.

### Main duties and responsibilities

Our Therapeutic Care Service supports independent care providers who want to deliver specialist therapeutic care. In your role as Highly Specialist Clinical Practitioner, you will oversee the delivery of effective and integrated psychological support services for one of our partner providers, Essential Therapeutic Care in Aldermaston, Berkshire.

Essential currently have three small CQC and/or Ofsted registered residential services for adolescents with complex mental health needs and/or attachment and trauma difficulties. Many of the young people also have diagnoses of neurodevelopmental differences such as autism or ADHD. Essential are planning on opening a fourth home in the coming year. The primary purpose of these homes is to provide support to young people aged 13-25 who need to step down from inpatient mental health, or to prevent them from being admitted in the first place.

Your role will include embracing and implementing our ATIC™ model (Attachment & Trauma Informed Care) and embedding consistent, predictable ATIC components and structures within Essential.

This is a highly autonomous and empathic leadership role to oversee reflective practice, integrated leadership meetings, risk management meetings for young people, assessments, staff training in trauma-informed practice, and formulation and planning meetings.

You may also provide routine therapy to the young people, or you may provide supervision to a specialist trauma therapist who is responsible for direct work with the young people. You will provide supervision to an Assistant Psychological Practitioner who will support on the delivery of both the therapeutic interventions and the systemic team structures that you will lead.

You will work within a systemic framework to manage risk, improve outcomes for children and young people and ensure excellent support to the teams.

You will lead on the delivery of a therapeutic service across multiple sites (assessment, interventions, consultancy, and training) and harness your clinical expertise to secure the best outcomes when working with professionals both within and outside of MCTS.

Your primary task will be leading on all aspects of delivery relating to our Attachment and Trauma Informed model of care. In order to achieve this, you will deliver:

- Quarterly integrated clinical assessment and formulation meetings for young people looked after within the homes to provide a thorough understanding of the young person's needs and therapeutic care planning to the network around the young person
- Written assessment reports and integrative therapeutic support plans for each young person
- Consultancy and specialist training in developmental trauma, attachment, and therapeutic parenting approaches for staff teams
- Weekly Clinical Reflective Practice group for managers and residential care workers
- Leadership and support for managers, to support the embedding of ATIC at all levels
- Facilitating Red and Amber State risk management meetings as needed
- Direct therapy with the young people, or supervision of therapy via a Trauma Therapist.

Key competencies for this role include:

- Broad knowledge base related to child and adolescent mental health, developmental trauma, neurodevelopmental comorbidities etc
- Understanding a range of models, theoretical frameworks, best practice guidance
- Synthesising knowledge and thinking critically and creatively in novel situations
- Making informed judgements on complex issues in a specialist field in the absence of complete information
- Psychological assessment
- Psychological formulation
- Psychological intervention
- Evaluation and monitoring of outcomes
- Communicating and teaching/training
- Organisational and systemic influence and leadership
- Supervision of clinical and non-clinical staff

Special Conditions of Employment:

- A satisfactory Disclosure and Barring Service (DBS) check at an enhanced level is required along with satisfactory references
- Registration with the Health and Care Professions Council (HCPC)
- A willingness to travel to be physically present in the homes

It is the nature of the work at MCTS that tasks and responsibilities are, in many circumstances, dynamic and varied. All staff are therefore expected to work in a flexible way when tasks arise that might not be specifically covered in their job description.

Person specification		
	<b>Essential</b>	<b>Desirable</b>
	The minimum acceptable levels of safe and effective job performance	The attributes of the ideal candidate
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Substantial experience of delivering evidence based therapeutic support structures in inpatient mental health settings or a children's services context – local authority, CAMHS, or services for looked after children</li> <li>• Experience of providing therapeutic consultation and advice to organisations, social work staff and other professionals</li> <li>• Experience of assessing complex mental health or other needs</li> <li>• Experience of treating attachment and trauma related disorders</li> <li>• Experience of providing effective therapeutic and clinical support to staff teams as part of a crisis management response</li> <li>• Experience of providing clinical supervision and support groups to non-clinically trained staff</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of managing risk, developing effective interventions, and contributing to multi agency working</li> </ul>
<b>Qualifications and knowledge</b>	<ul style="list-style-type: none"> <li>• Higher degree (e.g., Doctorate) in Psychology or Psychotherapy (meeting requirements for HCPC or UKCP registration)</li> <li>• Knowledge and understanding of a range of systemic interventions and methodologies</li> <li>• Knowledge and understanding of child development, parenting capacity, environmental factors, and risk and protective factors</li> <li>• Knowledge of roles and responsibilities of key children's</li> </ul>	<ul style="list-style-type: none"> <li>• In-depth knowledge of delivering other therapeutic interventions to improve outcomes for children and young people</li> <li>• Knowledge and understanding of current issues and best practice in relation to addressing emotional and behavioural difficulties in children and young people and which are the most appropriate therapeutic interventions to address these</li> </ul>

	<p>agencies and systems within CAMHS and social care</p> <ul style="list-style-type: none"> <li>• Knowledge and understanding of safeguarding and child protection</li> </ul>	<ul style="list-style-type: none"> <li>• Composing information to illustrate outcomes and attainment for children and young people (an ability to translate effectively for a range of audiences)</li> </ul>
<b>Skills and abilities</b>	<ul style="list-style-type: none"> <li>• Ability to evaluate the quality of services provided and produce recommendations for improvements</li> <li>• Ability to collate and analyse complex information, and produce and present quality reports</li> <li>• A commitment to the principles of openness, transparency, leadership, and accountability</li> <li>• Ability to build professional relationships with young people and multi-disciplinary teams that promote positive outcomes</li> <li>• Ability to manage own workload</li> <li>• Computer literacy skills at a level to maintain case records within information management systems</li> <li>• The ability to effectively use the supervisory process and to demonstrate good reflexivity and a commitment to grow and develop as a practitioner</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to work closely and support other practitioners and maintain effective working relationships across the wider team</li> </ul>
<b>Health</b>	<ul style="list-style-type: none"> <li>• Able to fulfil the tasks of the role, with or without reasonable adjustments</li> </ul>	
<b>Training</b>	<ul style="list-style-type: none"> <li>• Willing and able to participate in training and professional development</li> <li>• Able to occasionally attend or deliver training in other locations</li> </ul>	
<b>General</b>	<ul style="list-style-type: none"> <li>• Eligible to work in the UK</li> <li>• Be willing to work in other locations of the company if required</li> <li>• Due to geographical locations of services, the post holder will need to</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of Health &amp; Safety in the workplace</li> </ul>

	travel to locations in a time and cost-efficient way.	
--	---	--

**Don't meet every single requirement?**

Studies have shown that some people, including women and people of colour, are less likely to apply to jobs unless they meet every single specification. At MCTS we are dedicated to building a diverse, inclusive, and authentic workplace, so if you're excited about this role but your past experience doesn't align perfectly with every requirement in the job description, we encourage you to apply anyway - you may be just the right candidate for this or other roles.

Equality & diversity

We are committed to promoting equality and diversity. To ensure this commitment is put into practice we have policies which seek to eliminate unfair and unlawful discrimination. All employees have a role to play in supporting equality and diversity ensuring that the services we deliver are free from discrimination for both children and adults.

Our Company Values

**Connection**

**Curiosity**

**Creativity**

**Collaboration**

**Communication**

Recruiting manager			
Name		Position	
Signature		Date	
Employee			
Name		Position	
Signature		Date	