

## Job Description

Job Title: HEAD OF CLINICAL SERVICE

POSCODE:

Grade: P6

### Overall purpose of the job

- Lead the development of a clinical service across Cambridgeshire County Council and Peterborough City Council for the most vulnerable children and their families.
- Provide lead advisor role for assessment and clinical interventions for Looked after Children (LAC), with psychological, emotional and behavioural difficulties.

### Main accountabilities

Main accountabilities	
1.	Provide strategic direction for the further development of services for looked after and children on the edge of care with particular emphasis on evidence-based practice as a way of intervening with families.
2.	Provide system direction, in collaboration with the Senior Management Team, across Children's Social Care and develop service plans to meet the strategic aims of the directorate.
3.	Lead in championing and monitoring staff adherence to the fidelity of the therapeutic models and frameworks.
4.	Provide professional expertise and work collaboratively with senior managers from all agencies, to further develop the chosen models across services.
5.	Assure the quality of clinical practice and ensure that the practice has a fidelity to the evidence base.
6.	Lead on clinical development projects, directorate developments and service training as required.
7.	Provide leadership and direction to qualified clinical staff and trainees and to other disciplines as required.
8.	Lead and influence the workforce to ensure that effective working relationships are developed and maintained across agencies in order to create and maintain an effective framework for the organisation.
9.	Ensure high quality clinical supervision to a range of staff.
10.	Lead on the clinical performance of the service, assuring the quality of clinical care by maintaining robust clinical governance arrangements.
11.	Provide consultation, advice and guidance to other professionals working with complex and challenging families within Children's Social Care. This will include

	liaison and working with professional networks involved in highly complex and emotive situations where conflict is a factor.
12.	To demonstrate awareness/understanding of equal opportunities and other people's behavioural, physical, social and welfare needs.

#### Service Specific

13.	Safeguarding – ensure all team members hold safeguarding as a priority.
14.	Offer high quality clinical consultation to colleagues on high risk and complex cases.
15.	Ensure that clinical staff are appropriately briefed as new guidance, information and evidence regarding practice emerges.
16.	Encourage a clinical environment where clinicians can lead on and develop their knowledge of evidence based clinical practice and child and adolescent mental health.
17.	Create mechanisms and processes to ensure staff are supported and trained to formulate plans for clinical intervention and/or clinical management of a family's problems based upon an appropriate conceptual framework.
18.	Ensure that the teams are accountable for maintaining fidelity to evidence-based interventions.

#### Research and Service Evaluation

19.	Undertake appropriate research within the service with the purpose of contributing to the evaluation of the clinical service.
20.	Develop and implement systems for the evaluation, monitoring and development of the clinical service through the deployment of professional skills in research, service evaluation and clinical audit.

#### Training and Development

21.	To participate in regular supervision (clinical or management) in accordance with good practice guidelines.
22.	To attend all relevant mandatory training as and when required to do so.

**Safeguarding commitment** *(Include for roles involving work with children/vulnerable adults)*  
 We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.

## Person Specification

### Qualifications, knowledge, skills and experience

Minimum level of qualifications required for this job - overseas equivalents will be recognised.

(Please note for some roles you may be required to register with a professional body e.g. Social Work England that have specific rules in relation to overseas qualifications).

Qualifications Required	Subject	Essential/ Desirable
<b>Degree level</b>	OT/Nursing/Psychotherapy/Educational/ Clinical or Educational Psychology/Social Work <ul style="list-style-type: none"> <li>• Post graduate qualification in a specialist psychological approach – CBT/DBT/DDP/Systemic Family Therapy/Integrative/Person Centred Therapy.</li> <li>• HCPC, BPS, NMC SWE, BABCP</li> <li>• Clinical Supervision Training or substantial experience of supervising family therapists and other professionals.</li> <li>• Demonstrable experience of managing clinical services at senior level</li> </ul>	<b>Essential</b>
	<ul style="list-style-type: none"> <li>• Training in Management and Consultation.</li> <li>• Training in Systemic/DBT/DDP/CBT/Person Centred/Integrative Practice.</li> <li>• Leadership Training.</li> <li>• Supervisor Registration.</li> <li>• Evidence of post-qualifying training relevant to Child and Family Mental Health &amp; Child Protection.</li> </ul>	<b>Desirable</b>

Minimum levels of knowledge, skills and experience required for this job

Identify	Describe	Essential/ Desirable
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• 8 years' experience and specialist knowledge over more than one discipline.</li> <li>• Advanced skills in applying psychological theory to work with individuals, couples, families, using a variety of approaches within psychology practice.</li> <li>• Evidence of continued professional development as required by professional registration guidelines.</li> </ul>	<b>Essential</b>
	<ul style="list-style-type: none"> <li>• Knowledge research in a way that can be applied to this setting to increase practice effectiveness and quality.</li> <li>• Knowledge and experience of developing and implementing appropriate audit and evaluations methods in relation to service provision.</li> </ul>	<b>Desirable</b>

<b>Skills</b>	<ul style="list-style-type: none"> <li>• Proven ability 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.</li> <li>• Ability to think strategically across organisational, functional and unit boundaries and apply analytical reasoning to complex problems.</li> <li>• Proven ability to work with complex, sensitive or contentious information, using developed interpersonal and communication skills.</li> <li>• Ability to communicate in a way which meets the needs of a diverse audience and in a way that influences effectively. This includes working in ways that reflect the wide range of abilities to understand the therapeutic process.</li> <li>• Ability to form effective interagency working relationships and processes.</li> <li>• Ability to lead and promote effective systemic practice in social work.</li> <li>• Ability to make sound judgments that involve highly complex facts or situations requiring skilful analysis and interpretation.</li> <li>• Ability to apply advanced theoretical and practical knowledge of a range of work procedures and practices.</li> <li>• Ability to define expectations of staff, manage individual performance and promote professional development.</li> <li>• Ability to provide reports about individual and service performance.</li> <li>• Advanced understanding of working with and developing clinical guidelines.</li> <li>• Ability to take full clinical responsibility for patient care, as care coordinator and within the multi-disciplinary team.</li> <li>• Ability to identify, and employ, as appropriate, clinical governance mechanisms, including regular supervision, for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.</li> <li>• Ability to work both autonomously and inter-dependently as appropriate.</li> <li>• Committed to evidence-based practices and evaluation of services.</li> <li>• Ability to thrive in a complex environment and demonstrate resilience.</li> </ul>	<b>Essential</b>
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<p><b>Experience</b></p>	<ul style="list-style-type: none"> <li>• Extensive knowledge of psychological theories and post qualification practice.</li> <li>• Extensive knowledge and experience of working with children and families in a variety of contexts and presenting with the full range of clinical severity across the full range of care settings.</li> <li>• Extensive knowledge of child and adolescent development and disorders and mental health disorders.</li> <li>• Extensive knowledge of Child and adolescent psychiatric conditions.</li> <li>• Knowledge of other modalities/methods, i.e. medical, behavioural, sufficient to engage appropriately with colleagues and their work with clients.</li> <li>• Knowledge of the factors affecting the emotional wellbeing of children in need, children with disabilities, and looked after children.</li> <li>• Knowledge of relevant legislation, including Children Act and Mental Health Act and ethical issues.</li> <li>• Knowledge of child and adult mental health services.</li> <li>• Experience and knowledge relating to working with children and young people in the social care setting.</li> <li>• Knowledge of methodology consistent with systemic practice.</li> <li>• Knowledge and ability to formulate methods of audit and evaluation.</li> <li>• Knowledge of principles of Clinical Governance.</li> <li>• Committed to principles of the Social Work Unit.</li> <li>• Extensive proven experience of working in multi-disciplinary community-based Child, Adolescent and Family Mental Health setting.</li> <li>• Experience of developing, planning and delivering specialist psychological services.</li> <li>• Experience of assessing and treating families within the community.</li> <li>• Experience of using knowledge to consult to teams and organisations.</li> <li>• Experience of managing and supervising staff.</li> <li>• Experience of leading and training multidisciplinary teams.</li> <li>• Experience of communicating in hostile or antagonistic, or highly emotive contexts.</li> </ul>	<p><b>Essential</b></p>
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	<ul style="list-style-type: none"> <li>• Experience of teaching psychological skills and theory to psychology trainees, and other staff from the multi-disciplinary team.</li> <li>• Experience of teaching core mental health issues related to child, adolescent and family mental health.</li> </ul>	
	<ul style="list-style-type: none"> <li>• Experience of working within a multicultural framework.</li> <li>• Experience in the use of appropriate interventions with children, adolescents and their families to an advanced level.</li> <li>• Implementation of interventions within or between systems in the children's natural ecology.</li> </ul>	<b>Desirable</b>
<b>Physical requirements</b>	Able to withstand periods of prolonged sitting and driving for distances.	<b>Essential</b>
<b>Other requirements</b>	<ul style="list-style-type: none"> <li>• Able to travel county wide.</li> <li>• Must demonstrate ability to support the development of the profession through participation in professional bodies and activities.</li> <li>• Positive approach to older people.</li> <li>• Recognise people's right to privacy and dignity, treating every person with respect.</li> <li>• Willingness to embrace integrated model and new ways of working.</li> <li>• Willingness to be flexible in approach and attitude.</li> </ul>	<b>Essential</b>
<b>Equal opportunities</b>	Ability to demonstrate awareness/understanding of equal opportunities and other people's behaviour, physical, social and welfare needs.	<b>Essential</b>
<b>Safeguarding</b> <i>(include for roles working with children/vulnerable adults)</i>	<ul style="list-style-type: none"> <li>• Demonstrate an understanding of the safe working practices that apply to this role.</li> <li>• Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.</li> </ul>	<b>Essential</b>

### Disclosure level

What disclosure level is required for this post?	None	Standard
	Enhanced	Enhanced with barred list checks