

## **JOB DESCRIPTION & PERSON SPECIFICATION**

<b>Job Title:</b>	Practice Development Lead – Clinical Specialist 18-25 years Transitions
<b>Band:</b>	8a - 3wte
<b>Department:</b>	Community Adult Mental Health
<b>Location and mobility:</b>	Your normal place of work will be in a Core Locality Hub in Barnet, Enfield or Haringey, working within designated Primary Care Network. However, you may be required to work at any other location of the Trusts interests, including travelling to appropriate meetings, outside of the borough, as required.
<b>Accountable to:</b>	Core Community Team Manager and Service Lead, YA.
<b>Responsible for:</b>	You will line manage a multidisciplinary team of facilitators and peer workers who work across CAMHS and Adult Mental health Services, supporting young adults aged 17.5 years - 25 years access mental health services for the first time and transitioning from CAMHS to AMHS.

## **WORKING RELATIONSHIPS:**

<b>Internal:</b>	Child and adolescent Mental health services in the community and in-patient units. Adult Mental Health services in the community and inpatient services.
<b>External:</b>	Childrens Services, VCS partners, GP's, Education Establishments, Adult social care, IAPT.

## **JOB SUMMARY:**

This post is for a Practice Development Lead - Clinical Specialist (Transitions) within the adult community Hubs providing mental health clinical expertise by consultation, training, supervision. The post holder will lead colleagues in their delivery of transition support to young adults aged 17.5 years-25 years, work with other relevant agencies, as well as delivering highly specialist psychological and systemic assessment and treatment for young adults and their families aged 17.5 years - 25years. The post holder will have close links with CAMHS services, Adult Mental health Services and the VCS where the keyworkers will be co-located.

Our Clinical Specialist (Transitions) needs a multiplicity of transferable skills to cover a wide range of activities including changes in practice across child and adult services and the ability to support, supervise, lead and train both clinical and non-clinical practitioners.

This post holder is responsible for ensuring that all Trust Safeguarding policies are adhered to and concerns are raised in line with these policies.

## **MAIN TASKS AND RESPONSIBILITIES:**

- To provide highly specialist psychological and systemic assessments of clients transitioning from CAMHS services to Adult Mental Health services, based upon the appropriate use, interpretation and integration of complex data from a variety of sources including: assessments of attachment security; neuro-psychological considerations; self-report measures; rating scales; direct and indirect structured observations and semi-structured interviews with clients, their family and carers, and others, for example social workers, involved in the client's care.
- To formulate plans for the formal mental health (individual and family-based) treatment and/or management of a young person's (and their family and caring system's) mental health problems based upon an appropriate conceptual framework of their problems and needs, and employing methods based upon evidence of efficacy, across the range of service models, for example consultation, psycho-education and direct work. This will include recognition and understanding of the impact of race, religion, age disability, gender, class, culture, ethnicity and sexual orientation on individuals, families or groups.
- To support the internal training, further support (such as supervision) of team colleagues in their intervention with the young adults and their families.
- To manage the transition workers supporting young adults as they access mental health service and to ensure that the delivery of the service is in line with Nice Guidance.
- To Liaise with the other Clinical Specialists in the other divisions in the development of the service to assure alignment and to reduce variation in offer.

## **Communication**

- To communicate in a highly skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients under their care and to monitor and evaluate progress.
- To co-ordinate mental health care packages appropriate for the client's needs including the work of others involved with the client's care, arranging meetings as appropriate and ensuring effective communication between, agencies, colleagues, children, young people, their parents and or carers.
- To undertake highly complex clinical assessments including the application of neuropsychological considerations impacting on development and ability and to provide written reports to assist others in decision making as well as to inform diagnosis and treatment plans.
- To provide specialist written and or verbal reports for care planning meetings, Placement panels and reviews.
- To provide expertise and specialist psychological and systemic advice, guidance and consultation to other professionals both within and outside of the service, contributing directly to the young person and their family's formulation, diagnosis and care or treatment plan. This may involve the convening of multi-professional or multiagency meetings and/or writing required reports.
- To lead Transition planning meetings for CYP in the borough and ensure CYP/YA have access to good quality transition support.
- To attend Senior Leadership meetings as required and report on performance of the transition team.

## **Patient/Customer Care**

- To contribute as a highly specialist clinician to the planning and development of a multi-disciplinary assessment and therapeutic service for CYP and YA.
- To identify and develop models of both assessing and working with families and young people.
- To apply a contextualized psychological and systemic formulation approach to understand the family, community and other wider factors that might be impacting on their mental health and well-being, and the factors impacting on their care within their families and communities.
- Where appropriate to initiate and implement treatment and intervention programmes in collaboration with other team members. To offer a range of therapeutic skills including individual therapy to CYP/YA, family and group work or to support Adult Mental Health services in the delivery of care.
- To be responsible for implementing a range of psychological interventions for clients across agencies; adjusting and refining contextualized psychological and systemic formulations drawing upon different explanatory models (including attachment theory and systemic frameworks) and maintaining a number of provisional hypotheses.
- To offer a range of therapeutic skills including individualised therapy to YA, family and group work, both within the team's base, a clinic setting and community settings, for example family home.
- To make highly skilled evaluations and decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.
- To undertake, and contribute to, risk assessment and risk management for individual clients seen by professionals and unqualified staff and to provide both general and specialist advice for other professionals, for example social workers, on mental health aspects of risk assessment and management.

## **People (HR) Management**

- Responsible for creating and co-ordinating training and supervision of both clinical and non-clinical staff.
- Responsible for the operational management and supervision of Transition Key Workers in the division.
- Deliver training to a range of staff with differing levels of qualification and professional background.
- To participate in the Trust Appraisal process and be committed to ongoing continuing Professional Development including participation in further specialist training as agreed with Heads of Psychology or Systemic Family Therapy.
- To provide specialist advice, consultation, training and clinical supervision to staff working both within CAMHs and AMHS and within other agencies.
- To continue to develop expertise in the area of professional pre and postgraduate training and clinical supervision.
- Ensure all training provided is carried out in line with Equal Opportunities Policies
- To supervise Trainees as appropriate

## **Information Management**

- Ensure the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the British Psychological Society, Health Care Professionals Council, AFT policies and procedures.
- Regularly update and maintain highly complex and confidential electronic records.
- Responsible for the use of Trust computer systems.
- Deliver outcome measures and meet the standards required by the MHSDS.
- Monitor performance in accordance with core KPI's for access to treatment targets, performance and quality of care.

## **Policy Development**

- Ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes.
- Ensure the development and articulation of best practice in mental health within the service area and contribute across the service by exercising the skills of a reflexive and reflective scientist practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of clinical psychology or systemic family therapy and related disciplines.
- Maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
- Ensure acceptable levels of safety (regarding potential verbal and physical aggression from disturbed clients) for self and other colleagues when necessary. To adhere to the "lone worker policy" and update training in breakaway techniques when necessary.

## **Service Development**

- Contribute to the development of a high quality, responsive and accessible service for clients, their carers and families.
- To continue to develop and monitor a new service using QI methodology.
- Act immediately on any safeguarding concerns, or issues that may affect the safety of a family or appropriate/safe operation of the centre and to support colleagues in this process.

## **Research and service evaluation**

- To contribute to the development, evaluation and monitoring of the team's operational policies and services and participate in the development of high quality, responsive and accessible services.
- To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
- To undertake appropriate research and provide research advice to other staff undertaking research as appropriate to own level of experience and within agreed service objectives.
- To undertake project management, including complex audit and service evaluation, with colleagues using research methodology to address a clinical question or improve services.

## **To be noted**

- This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.

- This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.
- The post holder is expected to comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information.

## **CORE ADDITIONAL INFORMATION FOR ALL EMPLOYEES**

### **MOBILITY**

As an employee of this organisation you may be asked to carry out duties at any of its establishments, at any time throughout the duration of your contract.

### **HEALTH and SAFETY**

It is the duty of all employees to ensure that a safe working environment and safe working practices are maintained at all times. It is also the responsibility of management to do so.

### **INFECTION CONTROL**

All staff will be expected at all times to practice in accordance with the infection control standard specified in the policies of the organisation.

### **RISK MANAGEMENT**

All staff have a responsibility to manage risk within their sphere of responsibility. It is a statutory duty to take reasonable care of their own safety and the safety of others who may be affected by acts or omissions.

### **HEALTH PROMOTION**

This organisation is committed to helping people live a healthier life. All staff are encouraged to make healthier choices and to be aware of the range of health promotion information and local policies that support the promotion of health and the prevention of ill health e.g. food and nutrition, stress management etc.

All clinical staff are reminded of their individual professional responsibilities for the promotion of health, by providing up to date and relevant best practice advice, in supporting their patients/clients to live a healthy life.

### **FLEXIBLE WORKING**

This organisation is committed to offering flexible, modern employment practices which recognise that all staff need to strike a sensible balance between home and work life. All requests to work flexibly will be considered

### **SMOKING**

Barnet, Enfield & Haringey Mental Health NHS Trust has a smoke free policy. Smoking will not be permitted on any Trust premises (including the grounds that those premises are sited on) or in any Trust-owned vehicle. Applicants should be aware that it will not be possible to smoke throughout working hours.

### **EQUAL OPPORTUNITIES**

In line with the organisation's Equal Opportunities Statement, this organisation is committed to ensuring and promoting the rights of all people to equality of opportunity and all staff are required to abide by and promote this.

### **POLICIES AND PROCEDURES**

All employees, at all times are subject to the policies and procedures of this Organisation.

### **SAFEGUARDING CHILDREN & VULNERABLE ADULTS**

Safeguarding is everyone's responsibility and all employees are required to act in such a way that at all times safeguards the health and wellbeing of children and vulnerable adults.

Familiarisation with, and adherence to, the appropriate organisational Safeguarding Policies and any associated guidance is an essential requirement of all employees as is participation in related

mandatory/statutory training. All employees must ensure that they understand and act in accordance with this clause. If you do not understand exactly how this clause relates to you personally then you must ensure that you seek clarification from your immediate manager as a matter of urgency. Equally, all managers have a responsibility to ensure that their team members understand their individual responsibilities with regard to Safeguarding Children and Vulnerable Adults

## **DATA PROTECTION**

In line with national legislation, and organisational policy, all data will be processed in a fair and lawful way, for the specific registered purpose and not disclosed in any way incompatible with such purpose or to any unauthorised persons or organisations.

## **CONFIDENTIALITY**

This organisation attaches the greatest importance to patient confidentiality and to the confidentiality of personal health data, and other data held and processed by the organisation. All data should be treated as confidential and should only be disclosed on a need to know basis. Some data may be especially sensitive and is the subject of a specific organisational policy, including information relating to the diagnosis, treatment and/or care of patients, individual staff records and details of contract prices and terms. Under no circumstances should any data be divulged or passed on to any third party who is not specifically authorised to receive such data. Due to the importance that the organisation attaches to confidentiality disciplinary action will be taken for any breach of confidentiality. All members of staff are expected to comply with national legislation and local policy in respect of confidentiality and data protection.

All employees should be mindful of the seven information management Caldicott principles when dealing with data belonging to the organisation and person identifiable information.

1. Everyone must justify the purpose(s) for which patient-identifiable information is used
2. Do not use patient-identifiable information unless it is absolutely necessary
3. Only use the minimum necessary for the purpose
4. Access to patient-identifiable information should be on a strict "need to know" basis
5. Everyone with access to patient-identifiable information should be aware of their responsibilities
6. Everyone with access to patient identifiable information should understand and comply with Data Protection and Security legislation
7. The duty to share information can be as important as the duty to protect patient confidentiality

If there is any doubt whether or not someone has legitimate access to information, always check before you disclose.

## **STANDARDS OF BUSINESS CONDUCT FOR NHS STAFF & CODES OF CONDUCT**

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the Code of Conduct for NHS Managers. All staff are required to act in accordance with the rules and regulations as described in the organisation's Standing Orders and Standing Financial Instructions.

The organisation reserves the right to report any activity, incident or suspicion of behaviour likely to be deemed a breach of a professional code of conduct to the appropriate professional body. This decision as to whether such a report will be made will only be taken by the appropriate service Director after he/she has fully considered the available facts. At all times, the safety of the public, staff and the reputation of the employing organisation and the wider NHS will be key points for consideration before any report is made.

## **MANDATORY TRAINING**

All staff are required to attend any training designated by the organisation and/or service as mandatory (compulsory) for the position held or to provide evidence of previous, recent equivalent training at a level appropriate to the post held.

## **SATISFACTORY CLEARANCES**

For all posts where the appointment is subject to satisfactory clearance via the Criminal Records Bureau or Independent Safeguarding Authority, or any other successor agency, it should be clearly understood that the post holder must maintain satisfactory clearance status throughout his/her employment in the post.

## **PROFESSIONAL REGISTRATION**

With respect to any post for which the appointment is subject to holding a specific professional registration, as set out in the person specification for the post, it should be clearly understood that the post holder must maintain satisfactory registration status throughout his/her employment in the post.

## **ADDITIONAL CLAUSE FOR ALL MANAGERS**

### **RISK MANAGEMENT**

All managers throughout the organisation have a responsibility to ensure that policies and procedures are followed and that staff receives appropriate training, that a local risk register is developed and regularly monitored and reviewed. Significant level risk must be reported through the Quality Improvement and Risk Committee (QIRC) network. Risk registers need to be submitted to the Support Services Manager or other nominated officer, on an annual basis.

## **ADDITIONAL INFORMATION FOR ALL STAFF**

Where relevant, further information regarding these core clauses can be found in each employee's written statement of terms and condition of employment (contract documentation).

As part of a three-year project to transform mental healthcare across North Central London, we are investing £25 million to ensure everyone who experiences mental illness can access the care they need, when they need it, close to where they live. This role is integral to the success of this programme with the post-holder needing to be flexible and willing to adapt to possible changes to their role as the project evolves. In return, we offer a once-in-a-career opportunity to be part of a major transformation programme that will radically improve care and quality of life for thousands of people in our community.



## BEH-MHT VALUES

### Our values

The Trust's values are:

- Compassion
- Respect
- Being Positive
- Working together

### NHS VALUES

**It is recommended that where possible the NHS values below are reflected in job descriptions.** Please go to the NHS Confederation website for further information [www.nhsconfed.org](http://www.nhsconfed.org)

### RESPECT AND DIGNITY

We value each person as an individual, respect their aspirations and commitments in life, and seek to understand their priorities, needs, abilities and limits. We take what others have to say seriously. We are honest about our point of view and what we can and cannot do.

### COMMITMENT TO QUALITY OF CARE

We earn the trust that is placed in us by insisting on quality and striving to get the basics right every time – safety, confidentiality, professional and managerial integrity, accountability, dependable service and good communication. We welcome feedback, learn from our mistakes and build on our success.

### COMPASSION

We find the time to listen and talk when it is needed, make the effort to understand and get on and do the small things that mean so much – not because we are asked to but because we care.

Improving lives

We strive to improve health and well-being and people's experiences of the NHS. We value excellence and professionalism wherever we find it – in the everyday things that make people's lives better as much as in clinical practice, service improvements and innovation.

### WORKING TOGETHER FOR PATIENTS

We put patients first in everything we do, by reaching out to staff, patients, carers, families, communities and professionals outside the NHS. We put the needs of patients and communities before organisational boundaries.

### EVERYONE COUNTS

We use our resources for the benefit of the whole community, and make sure that nobody is excluded or left behind. We accept that some people need more help, that difficult decisions have to be taken – and that when we waste resources we waste other's opportunities. We recognise that we all have a part to play in making ourselves and our communities healthier.

### DIGNITY AT WORK STATEMENT

Barnet, Enfield & Haringey Mental Health NHS Trust is committed to treating all of our staff and patients with dignity and respect. You are responsible for behaving in a way that is consistent with these aims. This includes not discriminating unfairly in any area of your work and not harassing or otherwise intimidating other members of staff.

## PERSON SPECIFICATION

**Job Title:** Practice Development Lead – Clinical Specialist 18-25 years Transitions

**Band:** 8a

REQUIREMENTS	ESSENTIAL	DESIRABLE	Assessment Type  Interview (I) /Test (T) /Application (A)
<b>EDUCATION AND QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Post Graduate Doctorate in Clinical (or Family of) Psychology (or equivalent) or Systemic Family Therapy (or equivalent) or Psychotherapy and registration with the HCPC or UKCP.</li> <li>• Registered professional with evidence of working at senior level within the NHS in both child and adult services.</li> <li>• Multidisciplinary qualification</li> <li>• Masters Level qualification</li> <li>• Qualified registered clinical supervision</li> </ul>	<ul style="list-style-type: none"> <li>• Qualifications/ training in specialist skills e.g. systemic therapies, neuropsychology CBT, NVR, DBT</li> </ul>	
<b>EXPERIENCE AND KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>• Experience of working as a qualified Clinical Psychologist or Systemic Family or Psychotherapist for a minimum of two years and relevant experience for transition to Highly Specialist/ 8a</li> <li>• Experience of working in a multi-ethnic community and of working with interpreters</li> <li>• Additional relevant clinical experience working with young people and families with complex and transgenerational needs and/or organizational</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching/training</li> </ul>	

	<p>knowledge and skills acquired through formal training, long or short courses, formal supervision (individual and/or group), structured self-study, or experience – or a combination of these – to an appropriate level demonstrated by certification, documented supervision logs, management appraisal documentation and/or assessment at interview.</p> <ul style="list-style-type: none"> <li>• Experience and training in PTSD, Complex PTSD and trauma informed work</li> <li>• Doctoral (or equivalent) level knowledge of research design and methodology, including complex multivariate data analysis</li> <li>• Knowledge of legislation and its implications for both clinical practice and professional management and mental health in relation to children, young people, and their families particularly in relation to looked after children and the impact of abuse on children and families, trans-generationally, and impact on caring families and professional systems.</li> <li>• Evidence of successful team management training, leadership and delivery</li> <li>• Excellent communication and embedded managerial experience</li> <li>• Experience of maintaining strong working relationships with colleagues and across the Trust</li> <li>• Excellent teaching skills</li> <li>• Demonstrable experience</li> </ul>		
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	of working both clinically and organisationally across all ages		
<b>SKILLS AND ABILITIES</b>	<ul style="list-style-type: none"> <li>• Communication skills - high level with regard to complex clients and multi-agency staff and networks.</li> <li>• Highly specialist psychological and/or systemic assessment and formulation skills</li> <li>• Ability to practice in an emotionally sensitive way and to deal with hostility and antagonism, to impart difficult news, and working flexibly and assertively with and leading multi-agency networked systems.</li> <li>• Skills of negotiation.</li> <li>• Skills of assessment, formulation and intervention of highly complex clinical, staff and network contexts.</li> <li>• Planning and organisational skills, including delivery of psychological and systemic, mental health, and multi-agency children's services and long term planning in joint work with the strategic clinical lead, YOS manager and other agencies in the borough.</li> <li>• Ability to write coherent, clear and relevant reports about complex needs and provision required.</li> <li>• Evidence of continuing professional development as recommended by the HCPC or UKCP</li> <li>• High level of competency in neurodevelopmental considerations when assessing young people and considering</li> </ul>		

	therapies, particularly for trauma and ACES. <ul style="list-style-type: none"> <li>• Abilities to deal with stressful situations arising with staff (networks) or clients</li> </ul>		
<b>PERSONAL QUALITIES</b>	<ul style="list-style-type: none"> <li>• Ability to endure prolonged periods of concentration for extended client therapy sessions.</li> <li>• Able to sit in constrained positions for a substantial period of working time</li> <li>• Ability to deal sensitively with stressful situations including staff and /or organisational problems, child abuse, family breakdown, serious mental ill health, and to cope with verbal abuse and to recognise and diffuse potential physical abuse from clients.</li> <li>• Respectful approach to service users, families, carers, colleagues and other professionals.</li> <li>• Experienced and passionate leader</li> </ul>		
<b>OTHER REQUIREMENTS</b>	<ul style="list-style-type: none"> <li>• Working to Professional Guidelines.</li> <li>• Must be accountable for own professional actions and interpretation of policies</li> <li>• Commitment to Equal opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Record of having published in either peer reviewed or academic professional journals and/or books</li> </ul>	

**Date: November 2021**