

Job Description

Child & Adolescent Psychotherapist

Responsible to: Co-Principal Child & Adolescent Psychotherapist

Hours: 18.75 hours/ 2.5 days per week (preferably including Tuesday 1.00-3.00pm)

Salary: £38,434 (pro rata)

Contract: Initial 12 month fixed-term (with the expectation of extension)

A JOB SUMMARY

- a) To provide an efficient, effective and highly specialist adolescent psychodynamic psychotherapy assessment and treatment service for young people, and where appropriate their parents or carers. Open Door's service accepts both self and professional referrals and treatment will be provided to some adolescents with severe, complex and persistent mental health problems.
- b) To make complex clinical judgements and decisions, with the assistance of colleagues and managers, about risk factors and to ensure that links are established with other agencies, particularly those in the statutory sector, to reduce risks and share responsibility within mental health networks. To participate in multi agency meetings including Child Protection Conferences, Child in Need, Team around the Family, etc.
- c) To participate in and contribute to the development of Open Door's programmes of audit, evaluation and research and support service users to contribute and participate and to ensure CYP-IAPT compliance.
- d) To work autonomously within the overall policy and governance framework set out by Open Door.
- e) To provide support for colleagues in team meetings and in difficult or emergency situations.
- f) To provide, when opportunities arise, consultation, training and advice for staff working in other specialist settings.
- g) To contribute to monitoring reports for funders.

B TEAM RELATIONSHIPS

Open Door is a small organisation and good team relationships are important in our working environment.

All the professionals working at Open Door are expected to co-operate with their colleagues in the provision of treatment and consultation, to attend meetings concerning Open Door's policy, administration and case discussions, and to contribute towards and participate in the general development of Open Door.

C DESCRIPTION OF THE POST – KEY AREAS**1) Monitoring and Evaluation of Risk**

- a) To be responsible for working within Child Protection and Vulnerable Adult safeguarding guidelines in relation to their own clinical case load. In addition, they will be expected to contribute during team meetings to the assessment of cases held by team colleagues and to consult and advise referrers in external agencies. This monitoring will involve liaison with and sometimes referral to external agencies such as CAMHS, GPs, Children's Services, Early Intervention teams, hospitals etc.
- b) To be responsible for continuing monitoring and evaluation of risk for teenagers and young adults in their own caseload and during supervision and team discussions. This relates to safeguarding concerns, deliberate self harm or other risky behaviour such as substance abuse, running away, causing harm to others.

2) Clinical

- a) To provide expert specialist consultation and assessment for adolescents and young adults with a range of presenting problems, including severe and complex mental health problems; to make decisions about treatment options taking into account relevant evidence based research, theory and practice and factors such as historical and developmental processes that have shaped and are currently impinging on the young person, their carers and family.
- b) To decide, in consultation with the service user, clinical colleagues and supervisor, on the appropriate treatment intervention either by continuing treatment within Open Door or by making a referral to appropriate outside agencies.
- c) To provide specialist brief short term, medium term (including STPP) and longer term psychotherapy, usually on a once weekly basis, for adolescent and young adults with significant, severe and persistent mental health problems.
- d) To provide therapeutic work with the parents and carers who may themselves be vulnerable and have mental health problems.
- e) To participate and collaborate with other team members in providing specialist clinical services such as interventions for young people who have had a first episode of psychosis, substance misuse problems, physical, sensory or learning disabilities.
- f) To participate in the regular review of cases in individual supervision and team meetings, and where appropriate, to liaise with and participate in meetings with professionals in other agencies.
- g) To work effectively with young people needing interpreters and willing to adapt clinical practice in relation to diversity, expressed beliefs, preferences and client choice.
- h) To liaise with referrers, other team members and other people/agencies as needed in implementing treatment.
- i) To monitor treatment and client progress, providing appropriate feedback about progress and making decisions about treatment modification in discussion with client/parent/carer.
- j) To be responsible for the application of a range of theoretical and practical knowledge, acquired during training and through practice, and to keep up to date with developments in these areas.

- 3)** To exercise autonomous professional responsibility based on the Code of Professional Conduct and Ethics of the Association of Child Psychotherapists.

4) Service Development

- a) To contribute to service development as determined by the Senior Management Team.
- b) To build partnerships with other service providers and referrers and to represent Open Door in local networks as appropriate.
- c) To contribute to monitoring reports for funders.

5) Consultation

- a) To provide specialist advice and consultation to professionals working in external agencies as appropriate.
- b) To meet with professionals working in other agencies to inform them about Open Door's services and referral processes as appropriate.

6) Teaching, Training and Supervision

- a) To take part, when required, in the recruitment and induction of new team members.
- b) To provide training and teaching for external agencies when opportunities arise.
- c) To assist more experienced colleagues in the planning, delivery and review of seminars and workshops on a topic within own specialist area of expertise.

7) Continued Professional Development

- a) To receive regular clinical and service related supervision from a more senior Child & Adolescent Psychotherapist in accordance with good practice guidelines and accreditation requirements.
- b) To participate in clinical team meetings and present clinical cases in detail for group discussion.
- c) To contribute to the development and maintenance of the highest professional standards of practice through active participation in internal and external CPD training and development programmes, in consultation with the post holder's service manager.
- d) To take part in an annual appraisal with the Supervisor as appropriate.

8) Research and Audit

- a) To participate in and contribute to the development of Open Door's programmes of audit and evaluation and to ensure CYP-IAPT compliance.
- b) To support the development of service user feedback and participation in all aspects of the service.
- c) To ensure that individual clinical evaluation profiles are noted and discussed in the context of supervision and clinical presentations in team meetings.
- d) To utilise theory, literature and research to support evidence based practice.

9) Administrative

- a) To maintain the highest standards of clinical record keeping and the responsible exercise of professional codes of self-governance. Administration tasks may include: electronic data entry and recording, completion of audit and evaluation data forms, upkeep of weekly appointment diary, attendance records etc.
- b) To contribute to the overall administration of Open Door’s services.

10) Meetings Attended

- a) To attend and participate in weekly Open Door team meetings (clinical, business).
- b) To attend multi-agency clinical meetings as appropriate including Child Protection Conferences, Team around the family, CPAs, etc.
- c) To attend meetings with other providers as and when appropriate.
- d) To represent and promote Open Door in local network meetings and public events as appropriate.

11) Policies, Procedures and Guidelines

- a) To comply with Open Door’s policies, procedures and guidelines including those related to Equal Opportunities, Health and Safety, Complaints, Child Protection, Safeguarding Vulnerable Adults, Environmental, Disciplinary and Grievance.
- b) All information concerning clients and staff must be treated as strictly confidential at all times.

12) General

- a) 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 Supervisor.
- b) This job description may be reviewed in the light of changing service requirements, any such changes will be discussed with the post holder.

Person Specification – Child & Adolescent Psychotherapist	
Essential	Desirable
Education and Qualifications	
<ul style="list-style-type: none"> • To have successfully completed or approaching the end of a post graduate training in Psychoanalytic Child and Adolescent Psychotherapy accredited by the Association of Child Psychotherapists. • To maintain eligibility for registration as a full member of the Association of Child Psychotherapists. 	<ul style="list-style-type: none"> • Training in other therapeutic modalities including those on the CYP-IAPT curriculum.

<p>Knowledge and Experience</p>	
<ul style="list-style-type: none"> • Experience working as a Child & Adolescent Psychotherapist in a multi-disciplinary child and adolescent mental health service, including substantial experience with relevant client group. • Experience in the process of assessment of risk and clinical need. • Experience of using Psychodynamic Psychotherapy in the treatment of complex and difficult to treat cases. • Experience of time limited clinical work. • Advanced theoretical knowledge of psychoanalytical concepts and how to work with these concepts and associated processes in the clinical setting. • Knowledge of other therapeutic modalities. • Knowledge of research and evidence base for psychodynamic psychotherapy. 	<ul style="list-style-type: none"> • Experience of liaison with other therapeutic modalities towards improving interdisciplinary understanding and networking – to improve patient options for treatment. • Knowledge of areas of service administration. • Knowledge of methodology associated with use of outcome measures, service user evaluations. • Interest and/or experience in service development.
<p>Skills and Competencies</p>	
<ul style="list-style-type: none"> • Ability to make complex autonomous judgements based on theoretical, technical and clinical knowledge and experience. • Ability to communicate effectively in highly emotive situations: - overcoming barriers to understanding and analysing complex and conflicting opinion/emotions. • Ability to organise and schedule a range of complex multi-professional activities such as; psychotherapy consultations with clinical teams, clinical seminar groups, educational and training courses, group supervision sessions. • Experience in the autonomous management of personal work patterns and caseload. This includes experience in scheduling and maintaining a pattern of complex clinical and non-clinical work. • Good literary and report writing skills. • Time management skills. • Administrative Skills • Good Liaison Skills • Excellent general communication skills • An awareness of the limitations and parameters of the treatment potential of psychotherapy. 	<ul style="list-style-type: none"> • Practical Computer Skills. • Research skills
<p>Personal Characteristics</p>	
<ul style="list-style-type: none"> • Self-motivated • Ability to work as part of a team • Adaptable. • Good interpersonal skills. 	

<ul style="list-style-type: none"> • Reliable • Trustworthy • Physical effort – capacity to sit in constrained position for extended periods. • Mental effort - capacity for frequent, intense mental concentration. • Emotional effort - capacity to frequently work with highly emotional circumstances and levels of distress. • Working conditions – capacity to work in a mental health setting with occasional exposure to unpleasant working conditions such as verbal aggression. 	
<p>Additional Requirements</p>	
<ul style="list-style-type: none"> • Awareness of the ethical, professional and legal responsibilities of Child & Adolescent Psychotherapists. • Ability to work as an autonomous clinical specialist, whilst also maintaining close links with other clinicians and colleagues. • Evidence of continuing professional development. • Willingness to work from a number of locations 	