



## Job Profile comprising Job Description and Person Specification

### Job Description

<b>Job Title: Family and Systemic Psychotherapist</b>	<b>Grade:</b> MG1
<b>Section: Specialist Services for Families</b>	<b>Directorate:</b> Early Help and Children's Services
<b>Responsible to following manager:</b> Nana Bonsu	<b>Responsible for following staff:</b> None
<b>Post Number/s:</b> TBA	<b>Last review date:</b>

#### Working for the Richmond/Wandsworth Shared Staffing Arrangement

This role is employed under the Shared Staffing Arrangement between Richmond and Wandsworth Councils. The overall purpose of the Shared Staffing Arrangement is to provide the highest quality of service at the lowest attainable cost.

Staff are expected to deliver high quality and responsive services wherever they are based, as well as having the ability to adapt to sometimes differing processes and expectations.

The Shared Staffing Arrangement aims to be at the forefront of innovation in local government and the organisation will invest in the development of its staff and ensure the opportunities for progression that only a large organisation can provide.

#### Job Purpose

The post holder is responsible for supporting the delivery of systemic practice interventions and will provide guidance to social workers and team managers.

The core purpose of this role is to contribute to the development of systemic practice into children's social work and to provide advice and guidance alongside social work interventions.



The post holder will work within a team of social workers, although will be managed by the Head of Clinical Services. Their intervention may include direct work with children and families but they will not be case accountable. They will provide consultation, direct work, teaching and support the embedment of reflective supervision to social workers and managers.

### **Specific Duties and Responsibilities**

To work with and alongside social workers and team managers at a 'hands-on' intensive level to enable them to deliver a systemic therapeutic service to children and families. The work will include:

- Specialist systemic assessments of complex cases in order to formulate intervention plans.
- Coaching and supervising individuals and groups of practitioners
- Ensuring high standards of record keeping.
- Producing reports which can be used in court proceedings and acting as an expert witness where required.
- Contributing to assessments of risk and protective factors.

To contribute to the introduction, embedding and development of an outcomes framework and culture across the service. This will include:

- The delivery of systemic elements of the practice model of social work across Early Help and Children's Social care, which leads to a reduction in children subject to child protection plans and care proceedings.
- Embedding systemic practice supervision.

### **Important internal relationships:**

- All teams and staff within the Children and Families Division and Safeguarding Standards Service
- Heads of Service, Service Managers and Team Managers across Wandsworth Children's Services.
- All staff across Commissioning, Prevention and Early Intervention and Education, Performance and Planning.
- Colleagues from teams across the Shared Staffing Arrangement (SSA)

### **Important external relationships:**

- Children, young people and their families
- All relevant partner organisations that Wandsworth Children's Services works in partnership with including schools, external service providers and the private and voluntary sector including foster carers and residential care providers; Police; Probation
- Representatives of the key government departments, national bodies and networks
- Local residents and other customers



### **Generic Duties and Responsibilities**

- To contribute to the continuous improvement of the services of the Boroughs of Wandsworth and Richmond.
- To comply with relevant Codes of Practice, including the Code of Conduct and policies concerning data protection and health and safety.
- To adhere to security controls and requirements as mandated by the SSA's policies, procedures and local risk assessments to maintain confidentiality, integrity, availability and legal compliance of information and systems
- To promote equality, diversity, and inclusion, maintaining an awareness of the equality and diversity protocol/policy and working to create and maintain a safe, supportive and welcoming environment where all people are treated with dignity and their identity and culture are valued and respected.
- To understand both Councils' duties and responsibilities for safeguarding children, young people and adults as they apply to the role within the council.
- The Shared Staffing Arrangement will keep its structures under continual review and as a result the post holder should expect to carry out any other reasonable duties within the overall function, commensurate with the level of the post.

### **Additional Information**

- Able to work outside of normal office hours when required.
- Registered as a professional with the HCPC.
- Undertake an enhanced DBS disclosure prior to employment and then every three years.

### **Team structure**

For the current structure please go to The Loop.

*When advertising externally please add the current team structure here and remove the sentence above.*

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<b>Responsible to: Nana Bonsu</b>	<b>Responsible for:</b>
<b>Post Number/s: TBC</b>	<b>Last Review Date:</b>

### Our Values and Behaviours

The values and behaviours we seek from our staff draw on the high standards of the two boroughs, and we prize these qualities in particular:

**Being open.** This means we share our views openly, honestly and in a thoughtful way. We encourage new ideas and ways of doing things. We appreciate and listen to feedback from each other.

**Being supportive.** This means we drive the success of the organisation by making sure that our colleagues are successful. We encourage others and take account of the challenges they face. We help each other to do our jobs.

**Being positive.** Being positive and helpful means we keep our goals in mind and look for ways to achieve them. We listen constructively and help others see opportunities and the way forward. We have a 'can do' attitude and are continuously looking for ways to help each other improve.

<b>Person Specification Requirements</b>	<b>Assessed by A &amp; I/ T/ C (see below for explanation)</b>
<b>Knowledge</b>	
<ul style="list-style-type: none"> <li>Knowledge of national policy, strategy and developments regarding children's social care, and areas that impact on children's social care.</li> </ul>	A & I
<ul style="list-style-type: none"> <li>Knowledge of relevant legislation, statutory guidance, standards and procedures.</li> </ul>	A & I
<ul style="list-style-type: none"> <li>Knowledge of relevant theoretical frameworks, practice models and research findings.</li> </ul>	A & I

<ul style="list-style-type: none"> <li>Knowledge of “outcomes” concepts, quality assurance methodology and change / project management techniques.</li> </ul>	A & I
<b>Experience</b>	
<ul style="list-style-type: none"> <li>Experience of working in a statutory context providing clinical treatments.</li> </ul>	A & I
<ul style="list-style-type: none"> <li>Able to develop and support social work practice at an operational level to deliver high quality systemic interventions.</li> </ul>	A, I & T
<ul style="list-style-type: none"> <li>Able to engage and develop effective professional relationships with other professionals and provide consultation.</li> </ul>	A, I & T
<ul style="list-style-type: none"> <li>Able to understand high risk and high complexity in a way that delivers good safeguarding and well-being outcomes for children and families.</li> </ul>	A, I & T
<ul style="list-style-type: none"> <li>Able to make sound professional judgments (in cases of high risk/complexity).</li> </ul>	A, I & T
<ul style="list-style-type: none"> <li>Able to communicate to a high standard verbally and in writing and to produce high quality, analytical and evidence-based reports and present in a range of settings, including court.</li> </ul>	A & I
<ul style="list-style-type: none"> <li>Able to use a broad range of assessment tools and theoretical frameworks.</li> </ul>	A & I
<ul style="list-style-type: none"> <li>Able to comply in practice with statutory requirements and guidance.</li> </ul>	A & I
<b>Skills</b>	
<ul style="list-style-type: none"> <li>Skilled in undertaking assessments of therapeutic need and contribute to planning, including analysis of complex information.</li> </ul>	A & I
<ul style="list-style-type: none"> <li>Experience of teaching, delivering workshops and coaching.</li> </ul>	A & I
<ul style="list-style-type: none"> <li>Skilled at engaging with formal partners including CAMHS and non-statutory services.</li> </ul>	A & I
<b>Qualifications</b>	



<ul style="list-style-type: none"><li>• Appropriate professional qualification, including social work and systemic psychotherapy and current HCPC registration.</li></ul>	A
<ul style="list-style-type: none"><li>• Post graduate qualification in systemic family therapy.</li></ul>	A

**A – Application form / CV**  
**I – Interview**  
**T – Test**  
**C - Certificate**