

## Job Profile comprising Job Description and Person Specification

### Job Description

<b>Job Title:</b> Family & Systemic Psychotherapist	<b>Grade:</b> MG1
<b>Section:</b> Practice Standards	<b>Directorate:</b> Children Services
<b>Responsible to following manager:</b> Jordan Makmihe	<b>Responsible for following staff:</b> None
<b>Post Number/s:</b>	<b>Last review date:</b>

#### Working for the Richmond & Wandsworth Better Service Partnership

This role is employed under the Richmond & Wandsworth Better Service Partnership. The overall purpose of Richmond & Wandsworth 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.

Richmond & Wandsworth Better Service Partnership 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

Family and Systemic Psychotherapists play a pivotal role in the development and delivery of the systemic social work practice model in Wandsworth Children Services. We are proud to position and support Family and Systemic Psychotherapists as practice leaders, contributing their values and skills in the service of promoting the best possible outcomes for children and families.

The core function of the Family and Systemic Psychotherapy role is to support social workers, social care practitioners, and managers to develop ethical, robust, and relational approaches to safeguard children. In addition, Family and Systemic Psychotherapists drive practice improvement by embedding systemic practice through multiple positions of influence – through supervision, training, and consultation.

We expect our Family and Systemic Psychotherapists to drive and champion anti-racist and anti-oppressive practice to ensure that children and families of diverse backgrounds receive an equitable and transformative service. Practice will bring values alive and embody a ‘golden thread’ of safety, justice, compassion, curiosity, and reflexivity.

### **Specific Duties and Responsibilities**

- Adopting a ‘hands on’ intensive approach to supporting social workers, social care practitioners, and managers in delivering ethical, robust and creative systemic interventions to children and families.
- To work inclusively, flexibly and imaginatively to meet the diverse needs of children and families through clinical intervention.
- Formulating and implementing systemic intervention plans that address risk and promote relational equity, safety and quality.
- Supporting social workers, social care practitioners and managers to develop systemic formulations and intervention plans through consultations.
- Produce specialist systemic assessments and reports which can be used in court proceedings and acting as an expert witness, where required.
- To provide systemic supervision to colleagues undertaking Foundation, Intermediate, and Master’s Levels of systemic training.
- To provide group-based systemic supervision to teams across the directorate to facilitate the development of systemic thinking and practice.
- To contribute to the ‘live’ group supervision of family therapy interventions using the reflecting team model.
- To contribute to the development and delivery of systemic training through the facilitation of workshops and ‘in-house’ systemic courses.
- To drive, model and champion anti-racist and anti-oppressive practice.

- To support the organisation’s commitments to reduce the number of children on child protection plans and subject to care proceedings and supporting with the planning and implementation of reunification plans.
- To adopt a practice leadership position and support the travel of feedback between practitioner, management and senior leadership levels.
- To maintain high standards of recording and data, as required.

### **Generic Duties and Responsibilities**

- To contribute to the continuous improvement of the services of Richmond & Wandsworth Better Service Partnerships.
- 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 Richmond and Wandsworth 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 roles within the Councils.
- The profile is not intended to be an exhaustive list of the duties the post holder will carry out. Other reasonable duties commensurate with the level of the post, including supporting emergency and priority situations, will form part of the role.

### **Additional Information**

#### **Team structure**

The Service Manager (Systemic & Workforce) line manages and supervises the team of Family and Systemic Psychotherapists. The team sits within the ‘Practice Standards’ department. The team supports service areas across both Early Help and Children Services.

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### Our Values

THINK BIGGER

EMBRACE DIFFERENCE

CONNECT BETTER

LEAD BY EXAMPLE

PUT PEOPLE FIRST

Our Values are embedded across Richmond & Wandsworth Better Service Partnership and throughout all roles and responsibilities at all levels of the organisation. Please [familiarise yourself with our values](#) as they are an integral part of our recruitment and selection process.

Person Specification Requirements			Assessed by A/I/T/C (see below for explanation)
Knowledge	Essential	Desirable	Assessed
Knowledge of pertinent statutory guidance, national policy, practice standards and clinical governance regarding children's social care and family therapy.	x		A / I / T
Knowledge of a variety of theoretical frameworks, change modalities, and practice/clinical research, to support the assessment and management of risk,	x		A / I / T

formulation and delivery of systemic interventions.			
Knowledge of systemic supervision principles, models and practices.	x		A / I / T
Critical thinking around issues of language, context and power, particularly concerning the interplay of structural and sociocultural factors.	x		A / I / T
<b>Experience</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assessed</b>
Experience of working in agency contexts that feature high levels of complexity and risk	x		A / I
Experience of undertaking risk assessment and management in clinical and/or social care contexts	x		A / I / T
Experience of the application of and adherence to statutory guidance, governance, practice and ethical standards.	x		A / I
Experience of formulating therapeutic need drawing on a range of theoretical frameworks and assessment tools.	x		A / I / T
Experience of implementing intervention/clinical plans that contribute to the reduction of risk and promote desired change at the levels of relationship, safety, and well-being.	x		A / I
Experience working effectively with multi-agency partners and collaboratively developing, delivering, and reviewing intervention plans that promote safeguarding and successful outcomes.	x		A / I
Experience producing expert assessments for care proceedings		x	A / I
Experience developing and delivering training		x	A / I
Experience providing systemic supervision in individual, group, and 'live' group contexts.		x	A / I

Skills	Essential	Desirable	Assessed
Ability to undertake and articulate clear, robust, systemically-informed risk assessments and formulations of need.	x		A / I / T
Ability to formulate and articulate robust intervention plans and theories of change that address risk and promote relational quality and stability	x		A / I / T
Ability to sensitively and robustly apply a range of systemic, therapeutic, and clinical theories and modalities to contribute to safeguarding and the improvement of familial relationships, well-being and development.	x		A / I / T
Ability to sensitively and robustly build effective relationships with children, families and colleagues of diverse social backgrounds.	x		A / I
Ability and commitment to actively drive and champion anti-racist and anti-oppressive practice in all of your work.	x		A / I / T
Ability to supervise systemic trainees and contribute to their development as systemically-informed social care practitioners and managers.	x		A / I
Skilled at engaging, collaborating, and influencing multi-agency partners, including CAMHS, health, education, police, and community services.	x		A / I
Ability to challenge and inspire colleagues to think and practice differently in relation to risk and working with families.	x		A / I / T

Qualifications	Essential	Desirable	Assessed
UKCP-registered Family and Systemic Psychotherapist	x		C
Postgraduate Diploma in Systemic Supervision		x	C
Qualified Social Worker		x	C

**A – Application form / CV**

**I – Interview**

**T – Test**

**C - Certificate**