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| **JOB DESCRIPTION** | | **ENGAGE Family Therapist/Service Manager** |
| **RESPONSIBLE TO** | | Director of Operations |
| **LOCATION** | | Within service regional areas with scope to cover when required Northern Ireland Wide |
| **LENGTH OF POST** | | This post is funded for 1 year with possible extension of 1 year |
| **HOURS** | | 35 hours |
| **SALARY** | | NJC Point 35 £30’784.58  Plus 6% pension |
| **OVERALL PURPOSE**  **As a Family Therapist/Service Manager within ASCERT’s Services you will** **provide systemic psychotherapy as autonomous professional at highly specialist level employing methods based upon evidence. You will oversee and be part of a multidisciplinary team that provides services that aim to reduce the impact of Transgenerational Trauma on individuals, families and the community,** **engaging with individuals and families using a variety of therapeutic methods and techniques within an overall systemic approach.**  **ASCERT have grown to become one of the leading and best known providers of drug and alcohol services in Northern Ireland. We have developed an extensive experience of service development, planning and delivery across a range of disciplines and have secured and successfully delivered substantial contracts on behalf of public bodies.**  **ASCERT provides a wide range of services across the region, and now has bases in Lisburn, Omagh, Belfast and Magherafelt. We are strongly linked to policy development and implementation of strategy at a regional and local level. We have strong partnerships with other services delivering treatment, training and community services to people that need support. In 2009 we successfully achieved the Investors in People award and now hold the bronze award.** | | |
| **Family Therapist** | Provide systemic psychotherapy as autonomous professional at highly specialist level employing methods based upon evidence. | |
| At all times working in ways which are sensitive to and appropriate for the needs of families from a wide range of backgrounds. This includes abilities to understand and offer therapeutic interventions to a variety of family forms including single parents, same sex couples and their families, extended families and people with mental health difficulties. | |
| Be responsible for implementing a range of systemic interventions for individuals and their families, including meetings with parents and groups, adjusting and refining systemic formulations drawing upon different explanatory models and maintaining a number of provisional hypotheses. | |
| Undertake detailed and specialist systemic assessment of children and families using such assessment procedures as may be appropriate. | |
| Provide face to face contact with children and families to discuss and work through highly complex, sensitive and personal information related to their mental health presentation. | |
| Include within practice the completion of personal and relational development, genograms, eco-maps, analysis and assessment of multiple levels of contextual meaning, deconstruction of current interactional patterns of behaviour and meaning around mental health issues and complex relationships, creating methods for client centred analysis of change, through the use of live team observations, videotape analysis, and other systemic assessment tools. | |
| Provide highly specialist psychological assessment including issues of risk | |
| Create and deliver, participate in and sustain specialised therapeutic interventions with groups of children/families and professionals which will necessitate drawing from a broad spectrum of systemic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group. | |
| Devise and deliver agreed packages of care, to children and families, with a variety of problems across the developmental spectrum, and managing these within the context of multidisciplinary working | |
| Using complex assessment material to provide verbal and written systemic formulations that aid evidence based clinical interventions for children, families and other professionals presenting with complex problems. | |
| Provide specialist one-to-one clinical consultations to other clinical staff on the use of family therapy and systemic psychotherapy techniques, and where appropriate, for working jointly with other team members and partner project workers in the provision of individual and group based programmes. | |
| Take the lead in providing therapy for people experiencing complex difficulties. To prioritise workload to ensure that skills are used to address the more severe and complex psychological presentations including depression, ASD, ADHD, sexual abuse, eating disorders , conduct disorder , disability , and child protection. | |
| **Service Management** | Provide line-management as well as clinical support and oversight to at least 3 practitioners working on the Engage Service. | |
| Have operational responsibility for Services, implementing management processes to ensure the successful delivery of service contracts. | |
| Effectively manage the service budgets and the deployment of resources to support the delivery of the service contracts. | |
| Provide management to a service staff teams through supervision and support processes providing clinical support. | |
| Ensure service monitoring requirements are met through robust monitoring and reporting processes. | |
| Service Managers will work to the KPIs that are set in line with services specification provided by funding bodies. | |
| Service Managers will have defined KPIs as part of their annual service targets. | |
| Ensure a high quality service is delivered in line with the service specification and KPI’s in line with service objectives. | |
| Contribute to the delivery of teaching and training programmes. | |
| Liaise closely with relevant referral pathways (relevant statutory bodies, PBNI, Youth Justice, Social Services etc.) to ensure clients’ needs are met and quality standards are maintained. | |
| Develop and maintain information systems and ongoing monitoring & evaluation of all processes. | |
| Evaluate service to improve continuous quality improvement and promote best practice. | |
| Work collaboratively with colleagues to further develop ASCERT services. | |
| Support individuals, families and communities to reduce their substance use/or related harm. | |
| Be responsive to needs, tailored and customised to specific circumstances, and that are reviewed on a regular basis to accommodate changes in the service user’s life. | |
| **Key Responsibilities** | Manage the development, implementation and delivery of services using flexible and imaginative practice. | |
| Participate in the formulation and implementation of clinical and operational practices and procedures as appropriate. | |
| Participate in the implementation, monitoring and updating of an operational policy and philosophy for the clinical area. | |
| Develop programmes in response to emerging and changing needs to meet the objectives of the contract. | |
| Develop strong relationships with stakeholders in the statutory and voluntary/community sectors to support the service | |
| Investigate innovative approaches to continually improve provision and motivate staff team. | |
| Research and develop programmes in partnership with stakeholders to encourage protocols that ensure practice complies with quality standards, legislation and codes of practice. | |
| Be timely in offering support. | |
| Provide services that are under pinned by best practice in the drug and alcohol field. | |
| Engage with individuals and families using a variety of therapeutic methods and techniques within an overall systemic approach. | |
| Variety of Interventions and support in relation to specific substance use and client motivation that are based on a thorough assessment of need and circumstance. | |
| Participation in the on-going monitoring and evaluation of the ASCERT Services. | |
| Provide regular reports to the Director of Operations on the activities of the post. | |
| To work responsibly and professionally in partnership with other agencies in the delivery of the ASCERT Services. | |
| To work alongside other service managers in the formulation of Intervention or Prevention Pathways for participants in ASCERT Services. | |
| To carry out other responsibilities as commensurate with the post. | |
| To maintain personal Continuing Professional Development and encourage and support other staff in their development and training. | |
| To keep accurate and up to date written records of contact with service staff. | |
| To facilitate staff meetings, and non-clinical supervision in house, and appropriate clinical supervision with an external agency if required. | |
| Maintain and develop personal expertise and knowledge by reading, networking and further training in order to develop professional competence and to contribute to the development of competence within the team. | |
| Provide other professionals with access to systemic consultation, supervision, teaching and training, which supports them in working with children with emotional and behavioural problems. | |
| Help with the induction and orientation of new staff, volunteers and students. | |
|  | You will be expected to be involved in the delivery of at least 1 Strengthening Families programmes per year which will involve evening work. | |
| **Professional Development** | Ensure professional development by seeking regular supervision and annual appraisals. | |
| Be accountable and responsible for own professional practice, operating in line with professional code of conduct and within organisational policy and procedures. | |
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| **Consultation, Clinical Supervision and Training** | Provide staff in systemic consultation and clinical guidance which supports them in working with children, young people and families who present with complex issues | |
|  | Develop and deliver training workshops and seminars on systemic topics for a range of interdisciplinary practitioners and managers in the partner projects e.g. social workers, counsellors. Youth workers | |
|  | Act as designated child protection officer for Ascert , and in addition provide consultation to staff about making decisions about child protection and safeguarding issues, | |
|  | Participate in the Management Team at Ascert. To include input on a range of issues, including service delivery and discussion regarding in house policies relevant to clinical care and service development. | |
|  | Provide Clinical oversight to ensure the principles of clinical governance are incorporated in service delivery by maintaining a high quality services based on clinical standards. | |

**Main duties and responsibilities in line with (DANOS) Drug and Alcohol National Occupational Standards**

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| **(DANOS) Description** | **DANOS Code** |
| Develop, implement and review the organisations policies, strategies and plans | BA |
| Promote the organisations and its services | BB |
| Deliver services to specifications | BC |
| Provide a healthy, safe, secure and suitable environment for the delivery of services | BD |
| Manage information | BE |
| Manage the organisations human resources | BF |
| Manage the organisations financial resources | BG |
| Provide administrative support for the delivery of services | BH |
| Manage relationships | BI |
| [Promote effective communication for and about individuals](http://tools.skillsforhealth.org.uk/competence/show?code=HSC31) | HSC31 |
| [Promote, monitor and maintain health, safety and security in the working environment](http://tools.skillsforhealth.org.uk/competence/show?code=HSC32) | HSC32 |
| [Reflect on and develop your practice](http://tools.skillsforhealth.org.uk/competence/show?code=HSC33) | HSC33 |
| [Promote choice, wellbeing and the protection of all individuals](http://tools.skillsforhealth.org.uk/competence/show?code=HSC35) | HSC35 |
| Establish, sustain and disengage from relationships with individuals | HSC233 |
| Contribute to the protection of individuals from harm and abuse | HSC335 |
| Carry out comprehensive substance misuse assessment | AF3 |
| Undertake physiological measurements | AH6 |
| Plan and agree service responses which meet individuals’ identified needs and circumstances | AG1 |
| Contribute to care planning and review. | AG2 |
| Promote, monitor and maintain health, safety and security in the working environment | HSC32 |
| Receive, analyse, process, use and store information | HSC3115 |
| Supplying information for management control | BE4 |

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| **PERSON SPECIFICATION** | |
| The following ESSENTIAL criteria will be assessed at  The application stage | Indicates those criteria which will also be assessed on the selection day and where they will be evidenced: |
| 1. Professional training:   Minimum qualification    A. Master’s degree from an accredited college or University in Social Work, Psychology or closely related discipline required.  Or  B. A post graduate qualification to intermediate level (Diploma) in Family and Systemic Psychotherapy  AND  12 months post graduate experience in Trauma or Alcohol and Drugs related field  AND  Applied Suicide Intervention Skills Training (ASIST)/ Mental Health First Aid / Safe talk training or equivalent | Interview/presentation |
| B. Experience:  Experience of managing Staff/Volunteers/Services within Trauma/Substance misuse service  AND  Must demonstrate knowledge in the areas of diagnostic assessment, long and short term treatment, family systems theory and group treatment. | Interview/presentation |
| **C: Excellent oral and written** communication skills for the production of reports and the maintenance of caseload files. | Interview/presentation |
| **D: Sound planning and organisational skills** to manage a demanding workload including caseload management, training sessions, and peer support. | Interview |
| **E: Excellent IT skills** across a number of different applications including word, PowerPoint, Outlook, and use of digital projectors. | Interview |
| **F: Ability to travel regionally to deliver services,** access to a car and a full UK driving license, or guaranteed access to other appropriate form of private transport. | Interview |
| Criteria assessed on the selection day | To be evidenced in selection day only |
| G: Effective team player both as a member of ASCERT’s team and more widely as a team member within the organisation and its related partners. | Interview |
| H: Empathy with ASCERT’s purpose and values including an interest and sensitivity to other cultures and a strong commitment to equal opportunities and diversity. | Interview |
| I: Willing and able to work unsocial hours including evenings and weekends (with notice) and travel within ASCERT’s area of operations | Interview |
| Desirable Criteria | Evidence – Application Form |
| J: A relevant qualification in substance misuse  (e.g. OCN/OCR/CCEA Level 2 or above) | Application |
| K: At least 2 years’ experience working in a Trauma or drug or alcohol related role | Application |
| Advanced Motivational Interviewing (MI) | Training will be provided |