

JOB DESCRIPTION

<u>JOB TITLE:</u>	Senior Child & Adolescent Psychotherapist
<u>GRADE:</u>	Band 8A
<u>DEPARTMENT</u>	As Designated
<u>LOCATION:</u>	As Designated
<u>RESPONSIBLE TO:</u>	Consultant Child & Adolescent Psychotherapist
<u>ACCOUNTABLE TO</u>	Associate Director of Psychological Services

MAIN PURPOSE OF THE JOB

The post holder will provide an efficient, effective, comprehensive and highly specialist child and adolescent psychoanalytic psychotherapy assessment treatment service for children and adolescents with severe, highly complex and persistent mental health problems, their parents/carers and families. She/he will provide highly specialist supervision, consultation, teaching and training within and outwith of specialist CYPS. She/he will work autonomously within professional guidelines, and will contribute to the evaluation, monitoring, development and implementation of the overall framework of the team's policies and procedures. She/he will utilise research skills for audit, policy and service development and research.

VISION AND VALUES

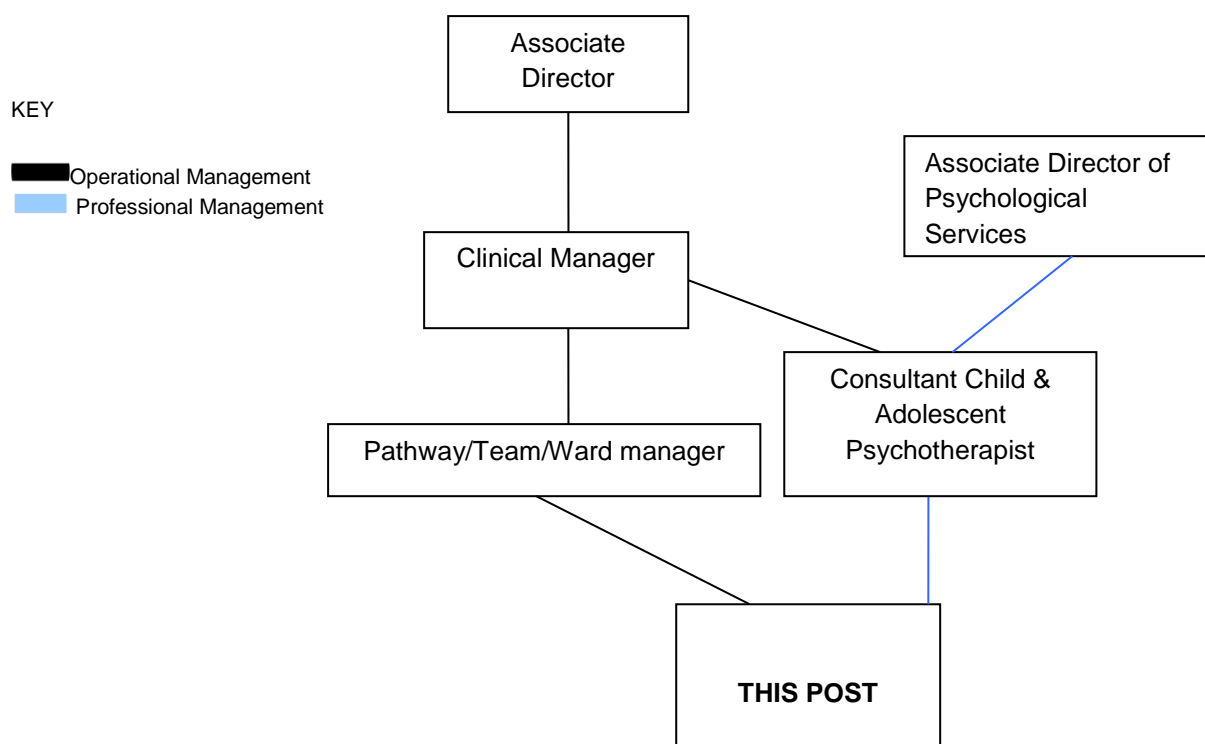
Our Vision is: "We Strive to provide the BEST CARE, delivered by the BEST PEOPLE, to achieve the BEST OUTCOMES"

Our Values are:-

- Caring Compassionate
- Respectful
- Honest and Transparent

OUR SHARED PURPOSE IS TO MAXIMISE OUR CONTRIBUTION TO HIGH QUALITY, COMPASSIONATE CARE AND TO ACHIEVE EXCELLENT HEALTH AND WELLBEING OUTCOMES

ORGANISATIONAL CHART



The post holder will be accountable to the Associate Director/ of Psychological Services .

Day to day operational management will be via the Clinical Manager who will manage such issues as reporting sickness / absence, annual leave, budgetary requests, performance, allocation of work in line with agreed job plan.

Professional clinical management issues such as maintaining registration, professional supervision, clinical supervision, working with students, identification of appropriate CPD/training, research will be via Consultant Child & Adolescent Psychotherapist.

Other areas such as, development and agreement of job plan, appraisals and authorisation of CPD will be administered jointly between the Associate Director and Associate Director of Psychological Services

Ability to work within a matrix management structure, ability and willingness to work within the designated CBU

COMMUNICATION & RELATIONSHIPS

The post holder will develop and maintain links with other professionals within the Trust and, with referrers and other multi agency professionals.

The post holder is responsible for contributing to effective communication and professional relationships with colleagues within the service in order to further the aims and objectives of the service.

It is expected that the post holder will receive and provide complex, sensitive and sometimes contentious information related to patient assessment or progress in therapy. The post holder will be responsible for an analysis, evaluation and judgement of the patient's condition and likely capacity to make use of therapies offered within this service. These judgements then need to be communicated to referrers and to the patient in ways that demand empathy and the highest level of communication skills. This is particularly true when judgements may be received with resistance, antagonism, hostility or disappointment.

The post holder is expected to be responsible for communicating sensitive and contentious information and opinion in ways that can be understood by patients, referrers, colleagues, supervisees and trainees. This is a constantly developing skill supported by access to continuing professional development programmes and clinical supervision.

The post holder will also be expected to develop and maintain effective communications and relationships with other professionals within the Trust and with others from outside the organisation as appropriate.

The post may change over time to meet organisational requirements and this job description may be changed after consultation with the post holder at any time.

KNOWLEDGE, SKILLS, TRAINING AND EXPERIENCE

An Honours Degree

A Doctoral Degree or equivalent qualification in Child and Adolescent Psychotherapy as accredited by the Association for Child Psychotherapists as a qualification for the independent practice of Child & Adolescent Psychotherapy in the Health Service.

Extensive post-qualification experience as a Child and Adolescent Psychotherapist in a CAMHS Team.

Substantial incremental post qualification training.

Experience in the process of assessment for Psychoanalytic Psychotherapy.

Experience of using Psychoanalytic Psychotherapy and psychoanalytically informed clinical practice in the treatment of complex and difficult to treat cases.

Knowledge of working as an autonomous clinical specialist, whilst also maintaining close links with other clinicians and colleagues.

Ability to make complex judgements based on advanced theoretical, technical and clinical knowledge and experience.

An in-depth understanding of the technical processes involved in the practice of psychoanalytic psychotherapy.

Experience in providing clinical supervision to junior psychotherapists, child and adolescent psychotherapists in clinical training and other staff involved in provision of psychotherapy interventions to patients.

Experience of teaching psychoanalytic theory and psychotherapeutic practise to multi-professional groups.

Knowledge and understanding of Trust policies, service protocols and procedures.

Experience in the management of personal work patterns and caseload. This includes responsibility for scheduling and maintaining a pattern of clinical and non-clinical work.

Awareness of the ethical, professional and legal responsibilities of psychoanalytic psychotherapists.

Knowledge of and adherence to codes of professional conduct as set out in relevant registration documentation.

Experience of contributing to service development.

Knowledge of Record Keeping protocols.

Knowledge of systems and methodology associated with use of CORE system service user evaluations.

Knowledge of research and evidence base for psychoanalytic psychotherapy.

ANALYTICAL AND JUDGEMENTAL SKILLS

To carry out specialised psychoanalytic assessment procedures, interpreting and integrating complex data from a variety of sources, including psychological and neuropsychological tests, and to use this to develop a shared formulation which will guide the treatment and management of individual clients.

PLANNING AND ORGANISATIONAL SKILLS

To maintain 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 Association of Child Psychotherapists and Trust policies and procedures.

To attend and participate in regular team meetings (administrative, clinical, audit), regular service academic meetings; Trust Child and Adolescent Psychotherapy Meetings and Away Days and Trust CAMHS Conferences.

PHYSICAL SKILLS

Standard keyboard skills.

Breakaway skills

RESPONSIBILITIES FOR PATIENT/CLIENT CARE

To provide highly specialist psychoanalytic psychotherapy assessment for children/adolescents with severe, highly complex and persistent mental health problems and make decisions about treatment options taking into account relevant evidence based research, theory, practice and highly complex factors concerning historical and development processes which have shaped the child/adolescent, their parents/carers and family.

To provide highly specialist long term psychoanalytic psychotherapy for children/adolescents with severe, highly complex and persistent mental health problems.

To provide highly specialist psychoanalytic assessment and treatment for parents/carers who may be vulnerable and may have mental health problems.

To provide highly specialist psychoanalytic assessment and treatment for families who may be highly dysfunctional with complex and persistent problems.

To provide highly specialist assessment and short term psychoanalytic- therapeutic treatment for highly disturbed children, adolescents, their parents/carers and families (e.g. family assessments and therapy, brief psychotherapy).

To be responsible for working within the appropriate Child Protection, Deliberate Self Harm, Substance Misuse guidelines, for own cases and the provision of appropriate advice in supervision and consultation. This includes reporting to and liaising with multi-disciplinary service and external agency staff (e.g. Social Services staff, CYPS colleagues, adult mental health staff, primary health and hospital staff, education staff, Consultant Child & Adolescent Psychiatrist, named child protection worker, Substance Misuse Worker).

Provide highly specialist assessments in order to autonomously treat patients with severe and complex problems with individual or group psychoanalytic psychotherapy.

To be responsible for continually monitoring and evaluating risk to/ from children and young people in own caseload and during supervision/consultation discussions. This may be due to Child Protection concerns, Deliberate Self Harm or other risky behaviour (e.g. running away, substance misuse, causing harm to others).

To provide highly specialist assessment reports for social services, courts and solicitors as required.

To participate and collaborate with other team members to provide specialist clinical services.

To participate in regular review and ongoing discussion of cases in treatment with other members of the multi-disciplinary team and, where appropriate, co-ordinate and organise network meetings with professional members of other agencies.

To be responsible for the application of a range of theoretical and practical knowledge acquired over a significant period of time (e.g. developments in psychoanalysis, child and adolescent development, attachment theory, neuroscience, systems theory, and child psycho-pathology).

Manage, independently and autonomously, the organisation of a highly complex clinical caseload (including arranging weekly consultations and a weekly diary) in line with targets agreed within the Service.

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

POLICY AND SERVICE DEVELOPMENT

To manage the workloads of assistant and trainee child and adolescent psychotherapists, within the framework of the team's policies and procedures.

To be involved, as appropriate, in the shortlisting and interviewing of assistant, trainee psychotherapists; and qualified psychotherapists.

To be Service Supervisor for Child and Adolescent Psychotherapists in Clinical Training.

Occasionally, in the absence of more senior members of the team, initiate action and advise on policy interpretation within the broad policy framework: for example, departmental risk management policy and training/supervisory protocols.

To take part in the induction of Child and Adolescent Psychotherapists in Training.

To liaise regularly and attend meetings with the Trainee Child and Adolescent Psychotherapist's tutor from the relevant Training School.

To provide regular reports about the Child and Adolescent Psychotherapists in Training for the relevant Training Schools.

To contribute to the development, evaluation and monitoring of operational policies, procedures and guidelines of the multi-disciplinary specialist CYPS.

To be responsible for contributing to the development, implementation, evaluation and monitoring of the Directorate's Child and Adolescent Psychotherapy Service.

FINANCIAL AND PHYSICAL RESOURCES

Observe personal duty of care in relation to equipment and resources used in course of his/her work.

HUMAN RESOURCES

Have significant on-going job responsibility for teaching/training specialist's psychotherapy theory, methodology and practise to other professions within the Trust.

Offer highly specialist advice and consultation to other health professionals/clinical teams when requested to do so.

To provide highly specialist advice, guidance and consultation to professional colleagues (within the specialist CAMHS and related external agencies) who work with children/ adolescents with severe and complex mental health problems.

To provide highly specialist advice, guidance and consultation to adults involved with children/adolescents who are adopted or are within the social services care system (e.g. adoptive parents, foster carers, social workers).

To provide highly specialist clinical and service supervision for Child and Adolescent Psychotherapists in Training.

To provide highly specialist clinical supervision for junior Child and Adolescent Psychotherapists.

To provide highly specialist clinical supervision for professional trainees of related professions (e.g. Child and Adolescent Psychiatric Specialist Registrars)

To provide highly specialist clinical supervision for professionally trained members of the service as requested (e.g. Specialist Nurses).

To provide highly specialist teaching and training for other professions working with the client group within the service and within related agencies (health, education, social services, voluntary sector, and youth criminal justice system).

To be responsible for contributing to the academic and clinical teaching programmes within the service and out with e.g. University / Training provisions and the Directorate's Child and Adolescent Psychotherapy Forum.

INFORMATION RESOURCES

Record personally generated information, either in writing or by using word processing software.

RESEARCH AND DEVELOPMENT

To undertake research and provide research advice to other staff undertaking research.

To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.

To undertake audit and service evaluation with colleagues within the service to help develop service provision.

Contribute towards devising methods for on-going audit and evaluation of treatments.

Be involved in the co-ordination and development of approved evaluation and research projects that the Trust may wish to undertake in order to further clinical or theoretical understanding.

Have responsibility within the psychotherapy forum for the collection of evaluation and research data.

Maintain an awareness of current trends in psychotherapy research and development.

Contribute to and develop systems for monitoring research and evaluation data, related to the work of the service and to the practice of psychotherapy.

FREEDOM TO ACT

The post holder is expected to operate as a specialist and largely autonomous practitioner. As a highly trained and experienced clinical specialist it is expected that the post holder is accountable for his/her own professional actions and that he/she will have an ability to take judgements on complex issues and decide how best to achieve results.

Work autonomously as a highly specialised Child & Adolescent Psychotherapist, within professional guidelines and the overall framework of the Service's policies and procedures.

Represent the service within the Trust, locally and at a national level when required to do so.

PHYSICAL EFFORT

There is a frequent (more than half of all work) requirement to sit in a constrained position during assessment, treatment, teaching and clinical supervision sessions.

Psychotherapy assessment sessions or group sessions can last ninety minutes. Individual treatment sessions usually last fifty minutes.

Group supervision sessions usually last ninety minutes.

Individual supervision sessions usually last an hour.

Educational meetings usually take one hour.

Sitting to input information onto a computer - from evaluation/audit activities or for research / development / planning can take up to two hours.

MENTAL EFFORT

There is a frequent (more than half of all work) requirement for intense concentration combined with pro-active engagement with the subject.

Psychotherapists are trained to develop a high degree of mental concentration regarding the conscious and unconscious implications of what patients tell them. This demands intense in-depth mental concentration at many levels and consideration of when to use ideas and interpretations that deepen the development of the psychotherapeutic process. There is also a requirement to monitor the impact of what is said to the patient and to be aware of fluctuations in the quality of the therapeutic relationship as determined by the patient's response to the attention they receive from the therapist.

In the wider context, the demand for periods of intense concentration includes conducting clinical supervision sessions – concentrating on the development of therapies conducted by others. There is also a need to use high levels of concentration in the delivery of teaching and training activities and in evaluation / research / planning activities.

EMOTIONAL EFFORT

Psychotherapists at all levels work in an emotionally demanding environment and are continuously exposed to distressing emotional circumstances through listening intently to his/her patient's account of their personal circumstances. This involves being emotionally alert to the impact of emotionally traumatic experiences such as childhood sexual abuse, trauma, family breakdown, suicidal feelings, self-harm, disturbed mental states, and severely challenging behaviours. Psychotherapists are often affected at an unconscious level themselves and need to be able to utilise these experiences in furtherance of the aims of therapy.

WORKING CONDITIONS

There is occasional exposure to unpleasant working conditions such as verbal aggression. There is often a requirement to work face to face without other staff being immediately nearby. There is a frequent requirement to deal with intense and disturbing emotions in assessment and therapy sessions.

Frequent exposure / unpleasant conditions / some exposure to hazards.

Frequently face hostile, angry, antagonistic and verbal aggression from patients within group and individual sessions. Can be lengthy periods of risk of physical aggression particularly with regressed and very disturbed patients.

SAFEGUARDING

Every employee has a responsibility for safeguarding and protecting adults and children from abuse, regardless of the setting in which the care takes place. It is every employee's responsibility to be aware of relevant Trust Policies. All employees should take part in training in order to maintain their skills. Front line practitioners should access regular supervision and support in line with local procedures.

HEALTH AND SAFETY

Contribute to maintaining a safe environment of care through effective risk management. Identify risks and develop appropriate strategies to manage the risks including responding appropriately to untoward/emergency situations.

TRUST CLINICAL GOVERNANCE STRATEGY

It is the responsibility of all health care professionals to play an active role in delivering the clinical governance agenda. There is a specific responsibility for individual health care professionals to be involved in auditing their own and their team's clinical performance, and to engage in activities, which continuously improve, the quality of services they provide.

Information of a Confidential Nature or Access to Confidential Information

"To be aware of the nature of information dealt within the NHS and to work in a manner which ensures confidentiality and security of this information"

INFECTION CONTROL

All Trust staff (clinical and non-clinical, including locum and agency staff employed by external contractors) have a personal responsibility to ensure the risk of infection to themselves, service users and visitors is minimised by ensuring that they (1) are familiar and adhere to, current Trust policy and guidance on infection prevention and control, (2) participate in the Trusts induction programme and statutory/required training in infection prevention and control and (3) consider infection prevention and control as part of their appraisal and/or personal development plans'.

CALDICOTT RESPONSIBILITIES:

1. **Justify the purpose (s) of every proposed use or transfer** - every proposed use or transfer of patient-identifiable information within an organisation should be clearly defined and scrutinised, with continuing uses regularly reviewed by an appropriate guardian.
2. **Don't use it unless it is absolutely necessary** - Patient-identifiable information should not be used unless there is no alternative, **where this is the case permission should be obtained.**

3. **Use the minimum** necessary - Where use of patient-identifiable information is considered to be essential, each individual item of information should be justified with the aim of reducing identification.
4. Access should be on a strict **need-to-know** basis - Only those individuals who need access to patient-identifiable information should have access to it, and they should only have access to the information items that they need to see.
5. Everyone with access to it should be **aware of their responsibilities** - Action should be taken to ensure that those handling patient-identifiable information are aware of their responsibilities and obligations to respect patient confidentiality.
6. **Understand and comply with the law** - Every use of patient-identifiable information must be lawful. Each department must have someone responsible for ensuring that the organisation complies with legal requirements.

ACCESS TO CONFIDENTIAL INFORMATION:

To be aware of the nature of information dealt with within the NHS, and to work in a manner which ensures confidentiality and security of this information.

This job description is not intended to be an exhaustive list of the duties and responsibilities of the post and the post holder may be requested to carry out any other duties appropriate to the grade or post.

The post may change over time to meet organisational requirements and the job description may be changed after consultation with the post holder at any time.

JOB DESCRIPTION AGREEMENT

Post Title:

Post Holder's Name:

Post Holder's Signature:**Date:**

Line Manager's Name:

Line Manager's Signature:**Date:**

PERSON SPECIFICATION

	<u>Essential</u>	<u>Desirable</u>
<u>Education and Qualification</u>	<p>An Honours Degree</p> <p>A Doctoral Degree or equivalent qualification in Child and Adolescent Psychotherapy as accredited by the Association for Child Psychotherapists as a qualification for the independent practice of Child & Adolescent Psychotherapy in the Health Service.</p> <p>Extensive post-qualification experience as a Child and Adolescent Psychotherapist in a CAMHS Team.</p> <p>Substantial incremental post qualification training.</p> <p>Ongoing registration with the Association of Child Psychotherapists.</p>	<p>Specific training in clinical supervision.</p>
<u>Knowledge and Experience</u>	<p>NHS experience.</p> <p>Core mental health training and experience.</p> <p>Experience working as a child and adolescent psychotherapist, including substantial experience with relevant client group.</p>	<p>Experience of liaison with other professionals towards improving interdisciplinary understanding and networking – to improve patient options for treatment.</p>

	<p>Experience in the process of assessment for Psychoanalytic / psychotherapy.</p> <p>Experience of using Psychoanalytic Psychotherapy in the treatment of complex and difficult to treat cases.</p> <p>Advanced theoretical knowledge of psychoanalytical concepts and how to work with these concepts and associated processes in the clinical setting.</p> <p>Experience of providing clinical supervision.</p> <p>Experience of teaching psychoanalytic theory and psychotherapeutic practise to multi-professional groups.</p> <p>Experience of contributing to service development.</p> <p>Knowledge of other therapeutic modalities.</p> <p>Knowledge of research and evidence base for psychoanalytic psychotherapy</p>	<p>Knowledge of areas of service administration.</p> <p>Knowledge and understanding of Trust policies, service protocols and procedures.</p> <p>Knowledge of methodology associated with use of CORE systems, service user evaluations.</p>
<u>Skills and Competencies</u>	<p>Ability to make complex autonomous judgements based on theoretical, technical and clinical knowledge and experience.</p> <p>Ability to communicate effectively in highly emotive situations: - overcoming barriers to understanding and analysing complex and conflicting opinion/emotions.</p> <p>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.</p>	<p>Practical Computer Skills</p>

	<p>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.</p> <p>Good literary and report writing skills.</p> <p>Research skills.</p> <p>Time management skills.</p> <p>Administrative Skills</p> <p>Good Liaison Skills</p> <p>Excellent general communication skills</p> <p>An awareness of the limitations and parameters of the treatment potential of psychotherapy.</p>	
<u>Role/Team specific requirements</u>	<p><u>Physical effort</u> – capacity to sit in constrained position for extended periods.</p> <p><u>Mental effort</u> - capacity for frequent, intense mental concentration.</p> <p><u>Emotional effort</u> - capacity to frequently work with highly emotional circumstances and levels of distress.</p> <p><u>Working conditions</u> – capacity to work in a mental health setting with occasional exposure to unpleasant working conditions such as verbal aggression.</p>	
<u>Personal Characteristics</u>	<p>Self-motivated</p> <p>Ability to work as part of a team</p> <p>Adaptable.</p> <p>Good interpersonal skills.</p> <p>Reliable</p> <p>Trustworthy</p>	

<p><u>Additional Requirements</u></p>	<p>Awareness of the ethical, professional and legal responsibilities of psychoanalytic psychotherapists.</p> <p>Knowledge of and adherence to codes of professional conduct as set out in registration documentation.</p> <p>Ability to work as an autonomous clinical specialist, whilst also maintaining close links with other clinicians and colleagues.</p> <p>Evidence of continuing professional development.</p>	<p>Demonstrate ability to support the development of the profession through links to and participation with professional bodies; e.g. links with psychotherapy training organisations such as NSCAP and NEAPP.</p>
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