

JOB DESCRIPTION

JOB TITLE:	CAMHS Operational Pathway Lead Clinical or Counselling Psychologist Clinical Nurse Specialist (Mental Health or LD) Family Therapist/Systemic Psychotherapist Social Worker Newham CAMHS Neurodevelopmental Team Intensive Support Pathway
BAND:	8b (Part time 0.6 WTE – 12 months fixed-term contract)
DEPARTMENT:	Newham CAMHS
DIRECTORATE:	Specialist Services Directorate
REPORTING TO:	Line Manager
ACCOUNTABLE TO:	Professionally accountable to Psychological Therapies Lead. Operationally accountable to Clinical Team Lead and CAMHS General Manager for achievement of team objectives.

JOB ADVERT

We are seeking an enthusiastic and creative CAMHS Operational Lead to come and work in the socially and ethnically diverse borough of Newham. The successful applicant will have significant expertise in working with children and young people with learning disability, autism or both, and in behavioural approaches, including Positive Behaviour Support. This post is open to applicants from Psychology, Nursing and Social Work.

This post is part of a comprehensive Child & Adolescent Mental Health Service, within the East London NHS Foundation Trust. This is a community based post in Newham CAMHS. The post holder will be part of a Monday – Friday, 0900-1700 Intensive Support Pathway (ISP) within the Neurodevelopmental Team (NDT). The post holder will be expected to conduct specialist behavioural assessments and offer evidenced based clinical interventions to children and young people with autism, learning disability or both, who are at risk of admission to hospital or home placement breakdown.

The post holder would directly contribute to and support a positive working environment with the Multidisciplinary team. This is a community-based post, which also requires a high degree of professional autonomy and self management. The post holder will be supervised by a senior colleague within the team. There is a strong commitment to clinical supervision and professional development within CAMHS and the wider NHS Foundation Trust including many learning and teaching opportunities.

Newham CAMHS is a large and vibrant specialist child and adolescent mental health service with a reputation for innovation and flexibility in meeting the complex mental health support needs of Newham's children, young people and families. It is centrally located on one site in Plaistow, Newham, and provides an extensive and growing range of services including multi-disciplinary specialist teams such as the Emotional & Behavioural Teams, Adolescent Mental Health Team, Paediatric Liaison Team, Neurodevelopmental Team, and Mental Health in Schools Team. There is a broad spectrum of disciplines (approximately 50 whole time



equivalent clinical staff) and a long tradition of effective multidisciplinary and interagency working. The service undertakes considerable outreach and consultation work and training.

Please watch this video to learn more about Newham CAMHS from our service users and families: https://www.youtube.com/watch?v=4Q_HEZhhbybQ

The provisional date for interviews – Friday 10th November

Please contact Bethanne Willingham on 0208 430 9000 if you would like further information.

KEY RESPONSIBILITIES

Job Summary:

Specific NDT ISP Duties:

To work as a senior practitioner with complex clinical work: assessments, formulations and interventions for children and young people presenting with learning disability and/or autism and significant behavior that challenges or mental health problems in the CAMHS NDT Intensive Support Pathway. Demonstrating an awareness of the potential impact of wider systems on individuals and families, requiring intense concentration over prolonged periods on a daily basis. To be able to assess and provide the appropriate format of intervention such as: individual, family or group work.

To provide consultation and training to professionals who come into contact and who have an important influence with children and young people referred to the NDT.

To support the team to carry out their work and to represent the pathway alongside junior colleagues at multi-agency meetings and Care Education and Treatment reviews (CETRs).

To support the team to carry out effective risk assessments with children and young people, and their families and networks of support, as part of the wholistic behavioural assessment and intervention.

To ensure that children and young people, and their families, receive a culturally competent service.

To ensure that interventions and work with care staff or families of children and young people adheres to the principles of evidence-based behavioural interventions.

To support the team to be able to utilize skills flexibly so that interventions can be creatively thought about and provided at children and young people's homes, schools, clinics or other appropriate settings.

To offer line management and/or clinical supervision to staff in the ISP.

To act as a lead for the ISP for safeguarding concerns, be aware of and adhere to Safeguarding Guidelines and know when to inform and share these concerns with other colleagues.

To work collaboratively with Neurodevelopmental Clinical Team Lead on internal team processes,



such as timely and smooth management of cases that need to be 'stepped up' for an intensive intervention within ISP, and also when these need to be 'stepped down' to routine support in NDT.

To work collaboratively with colleagues in Newham CAMHS, CAMHS Extended Crisis team and Intensive Community Crisis Service to ensure that children and young people are offered a rapid review and intervention if not currently open to NDT.

To review the training needs of staff in the pathway and arrange for this to be addressed, in collaboration with other relevant colleagues, to enable fidelity to the primary therapeutic model of Positive Behaviour Support.

To conduct audit and report on outcomes of the pathway as this is a pilot.

Generic Duties

Provide highly specialist advice and consultation regarding diagnoses and treatment of children and young people with Neurodevelopmental conditions and a range of other presentations to other professionals including CAMHS colleagues and external agencies.

Manage, plan and prioritise own clinical caseload and to exercise autonomous professional responsibility for the assessment and treatment including management of risks. This is done independently within appropriate clinical/professional guidelines.

Work collaboratively with CAMHS colleagues to develop and improve the work of the service.

Provide a highly specialist mental health perspective to the work of relevant groups/teams.

Clinically supervise the work of pre-qualified and qualified junior CAMHS staff.

Develop and support the mental health work of other staff groups in designated partner agencies through teaching, training and consultation.

Formulate and undertake clinical audit and research activities as required.

Participate in CPD and other developmental activities, keeping up to date with relevant mental health research and national guidance (DoH, NICE etc).

Follow broadly defined policies and pursue agreed objectives but exercise considerable freedom in deciding on how best to implement or achieve them.

MAIN DUTIES AND RESPONSIBILITIES

Patient Care	To work as a senior practitioner with complex clinical work: assessments, formulations and interventions for children and young people presenting with learning disability and/or autism and significant behavior that challenges or mental health problems in the CAMHS NDT Intensive Support Pathway. Demonstrating an awareness of the potential impact of wider systems on individuals and families, requiring intense concentration over prolonged periods on a daily basis. To be able to assess and provide the
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	<p>appropriate format of intervention such as: individual, family or group work.</p> <p>To provide consultation and training to professionals who come into contact and who have an important influence with children and young people referred to the NDT.</p> <p>To support the team to carry out their work and to represent the pathway alongside junior colleagues at multi-agency meetings and Care Education and Treatment reviews (CETRs).</p> <p>To support the team to carry out effective risk assessments with children and young people, and their families and networks of support, as part of the wholistic behavioural assessment and intervention.</p> <p>To ensure that children and young people, and their families, receive a culturally competent service.</p> <p>To ensure that interventions and work with care staff or families of children and young people adheres to the principles of evidence-based behavioural interventions.</p> <p>To support the team to be able to utilize skills flexibly so that interventions can be creatively thought about and provided at children and young people's homes, schools, clinics or other appropriate settings.</p> <p>To act as a lead for the ISP for safeguarding concerns, be aware of and adhere to Safeguarding Guidelines and know when to inform and share these concerns with other colleagues.</p> <p>To work collaboratively with Neurodevelopmental Clinical Team Lead on internal team processes, such as timely and smooth management of cases that need to be 'stepped up' for an intensive intervention within ISP, and also when these need to be 'stepped down' to routine support in NDT.</p> <p>To work collaboratively with colleagues in Newham CAMHS, CAMHS Extended Crisis team and Intensive Community Crisis Service to ensure that children and young people are offered a rapid review and intervention if not currently open to NDT.</p>
Clinical	<p>Direct:</p> <p>Provide appropriate highly specialist CAMHS assessment of children, young people and their families with significant and complex problems in order to formulate and implement plans for the treatment and management of a child or adolescent's mental health problems based upon an appropriate conceptual framework and employing research and evidence-base. This may include consideration of some of the following issues: risk, parenting, family breakdown, child protection, sexual abuse, serious mental illness in client or parent, childcare, family rehabilitation, civil or criminal court proceedings. This may include providing professional reports to other agencies including</p>

	<p>court where appropriate. Some of this work is likely to be in collaboration with clinic staff or professionals from other agencies.</p> <p>Practice in a way which is inclusive and considerate of the needs of each individual in the system including family members and their varying developmental stages and current emotional state.</p> <p>Evaluate and make decisions about treatment options taking into account highly complex factors concerning historical and developmental processes that have shaped the child and their difficulties.</p> <p>Provide a service to clients, considering, their individual, psychological, physical and social needs, including issues to do with disability and beliefs about mental health.</p> <p>Undertake assertive outreach work and home based treatment as required in line with the clinical design and desired outcomes of the ISP.</p> <p>Work in ways which are sensitive to the needs of families from a wide range of racial, cultural religious and social backgrounds and to develop with colleagues' innovative ways of meeting these needs. This includes an ability to understand and offer therapeutic interventions to a variety of family forms including single parents, extended families, blended families, same sex couples and their wider family networks, accommodated children and their network of care, children who are on a child protection or child in need plan.</p> <p>Ensure that all referred children and young people have a clear mental health care plan.</p> <p>Co-ordinate the mental health care-planning interface between CAMHS and other relevant agencies for specific children and young people.</p> <p>Co-ordinate appropriate longer-term therapeutic care plans and packages for referred children and young people.</p> <p>Act as care coordinator, as required, taking responsibility for initiating, planning and review of care plans and giving consideration to the views of clients, their family, carers, referring agents and other professionals involved in the network of care.</p> <p>Provide highly specialist CAMHS input to the network of the child, young person and family, as required.</p> <p>Participate fully in all relevant reviews and other network planning meetings, e.g. child protection conferences, core group or child in need meetings, TAF (team around the family), meetings, strategy meetings, network/professional meetings, etc.</p> <p>Manage a clinical caseload independently within appropriate</p>
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	<p>clinical/professional guidelines and to seek consultation where necessary with the relevant line manager and lead clinicians of specialist teams.</p> <p>Provide highly specialist consultation, advice and guidance to other professionals at all levels working with families both within CAMHS and in partner agencies. This will include liaison and working with professional networks involved with complex, emotive and often conflicted issues such as those involving child protection, deliberate self-harm, violence, trauma and suicide risk. This may include organising, chairing and taking minutes for complex meetings including multi-agency professionals/ network meetings.</p> <p>Manage exposure to hostile, antagonistic or highly emotional atmospheres and verbal aggression, and to recognise and diffuse any risk of physical aggression.</p> <p>Be mindful of the needs of children, young people, families and individuals from a wide range of cultural, religious and social backgrounds and contribute to development of innovative ways of meeting these diverse needs.</p> <p>To take part in the service duty system as required</p> <p>Record relevant information at the time of referral, during ongoing work, and for evaluation purposes as consistent with the policies and protocols of the Trust and CAMHS.</p> <p>Maintain clinical records and collate statistical information as required.</p> <p>Be responsible for providing and receiving highly complex, sensitive, distressing and emotional information in relation to mental health issues and other issues such risk and safeguarding issues, where there are often barriers to acceptance.</p> <p>Be responsible for recording, monitoring and reporting on clinical work and communicating complex clinical information to a variety of recipients, e.g. service users, families and carers, other professionals, and statutory and voluntary organisations, orally, in writing and/or electronically, often in the presence of significant barriers to acceptance.</p> <p>Communicate effectively verbally and in writing, to provide reports including those for the Courts and Child Protection Conferences concerning complex circumstances.</p> <p>Collate activity data and any other information required for service evaluation and activity reporting.</p> <p>Collect routine outcome measures and other data related to clinical cases as required.</p> <p>Indirect:</p>
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	<p>Provide highly specialist consultation regarding children, young people and their families. This includes the reception, selection and allocation of referrals in conjunction with CAMHS teams and other agencies where applicable.</p> <p>Represent CAMHS within external networks. This includes contributing a highly specialist mental health perspective in case discussion and team meetings.</p> <p>Use a broad theoretical knowledge base and highly specialist clinical skills to develop and support the therapeutic skills of others (assistant psychologists, trainees and other junior CAMHS practitioners and members of other staff groups) via the development and delivery of teaching, presentation, training, supervision, support and consultation.</p> <p>Be responsible for providing a mental health perspective for designated agencies' activities, including clinical care, team or service dynamics, systems, health promotion, team or service organisation, in a range of settings, e.g. case discussions, team meetings.</p> <p>Attend TAS (team around the school) meetings as required.</p> <p>Attend any meetings with relevant agencies as required, e.g. review meetings.</p> <p>Be responsible for developing and maintaining knowledge of local resources and developing working relationships with relevant statutory, voluntary and community groups and organisations.</p> <p>Be responsible for proposing innovative responses to identified community needs and developing these in consultation with senior colleagues.</p> <p>Ensure that the relevant professional body guidelines for professional practice are followed appropriately (BPS, AFT, UKCP, HCPC, etc.).</p> <p>In common with all mental health practitioners, receive regular clinical and managerial supervision in accordance with good practice guidelines.</p> <p>Maintain specialist equipment and resources such as test materials as required for the effective operation of a clinical service.</p> <p>With the line manager and supervisor, and in consultation with CAMHS leads, to construct a job-plan which contains workload targets in line with service needs and local agreements.</p> <p>Contribute towards the team ethos of valuing the rights of the children, young people and families served by the team and assisting them to making informed choices about their needs and their treatment.</p> <p>Organise own day-to-day activities, plan and prioritise own clinical workload.</p>
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	<p>Manage waiting lists and patterns of attendance in consultation with team.</p> <p>Record and report on personally generated clinical information.</p> <p>Enter clinical information as required into local and Trust electronic information systems.</p> <p>Prepare teaching materials and presentations to a professional level.</p> <p>Be familiar with electronic access to research information, for example through electronic libraries, data banks, journals and websites.</p> <p>Be familiar with computer programmes used in research and research presentations, for example SPSS (for statistical analysis), NUDIST (for qualitative analysis), Acrobat, PowerPoint and Excel.</p> <p>Use electronic mail regularly and competently for facilitating direct and indirect clinical work as well as service development.</p> <p>Have expertise in using the worldwide web in order to access information and services which enhance clinical role with service users and staff, and contribute to continued professional development.</p> <p>Maintain current knowledge of the operation of DVD equipment and promote ethical and effective use in line with Directorate policy, as required.</p> <p><i>Should it be necessary to amend this job description in the light of future service development, changes will be made in consultation with the post holder.</i></p>
Management	<p>Provide leadership and direction to team members, including supervision, formal and informal advice and consultation.</p> <p>To continue the development, evaluation and monitoring the ISP through the deployment of professional skills in research, service evaluation including outcome measures, service user feedback and audit.</p> <p>To provide Line Management to Junior staff within the ISP + NDT as required</p> <p>Contribute to the development of innovative and flexible approaches to delivering accessible and responsive mental health services.</p> <p>To ensure the maintenance of good clinical standards of practice, administrative processes are followed and turnover of work.</p>

	To work collaboratively with children, young people and families, partner organisations and CAMHS leadership and management to monitor, discuss and plan for the strategic development of the ISP.
Performance and quality	<p>Ensure documentation and care plans are comprehensive and of the highest standard in line with CAMHS and Trust policy.</p> <p>Record relevant information as consistent with CAMHS and Trust record keeping policy.</p> <p>Collate and report on clinical information across a specific area(s).</p> <p>Provide clinical information as required for input into CAMHS and Trust electronic information systems.</p> <p>Maintain high standards of clinical practice that adheres to the professional ethical standards and the professional codes of practice of the relevant accrediting professional body.</p> <p>Undertake breakaway or other such appropriate training as required, follow local safe working guideline and adhere to lone worker policies.</p>
Human Resources	<p>Supervise the work of more junior staff where appropriate.</p> <p>Co-ordinate the work of junior staff where appropriate.</p> <p>Provide specialist advice to, teach, train, supervise, support and consult to members of other staff groups on psychological theory and practice.</p> <p>Provide specialist supervision as required.</p> <p>As requested, to act as a highly specialist mental health resource by providing consultation, teaching, training, supervision, support and consultations to teams within CAMHS, and relevant wider networks, including academic presentations. This will include preparing teaching materials and presentations to a professional level.</p> <p>Receive clinical supervision in accordance with Trust supervision policy</p> <p>Discuss with the supervisor new learning and new ways of working where appropriate</p> <p>Adhere to relevant code of professional conduct and ethics.</p> <p>Be accountable for own professional action and to seek advice and supervision from line manager where needed over ethical issues and Trust and CAMHS policies.</p> <p>Maintain and develop core skills in professional post-graduate teaching, training and supervision.</p> <p>Maintain up to date knowledge of legislation, national and local policies and</p>

	<p>issues in relation to both the specific client group and mental health.</p> <p>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 line manager.</p> <p>Contribute to the development of best practice in psychological therapies by taking part in regular supervision and appraisal.</p> <p>Maintain professional registration.</p>
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JOB DESCRIPTION AGREEMENT

This job description is intended as a guide to the main duties of the post and is not intended to be a prescriptive document. Duties and base of work may change to meet the needs of the service or because of the introduction of new technology. This job description may be reviewed from time to time and changed, after consultation with the post holder.

Statement on Employment Policies	
In addition to the requirement of all employees to co-operate in the implementation of Employment related policies, your attention is drawn to the following individual employee responsibilities:-	
Health and Safety	Under the Health & Safety at Work Act 1974 it is the responsibility of individual employees at every level to take care of their own health and safety at work and that of others who may be affected by their acts at work, and to co-operate with management in complying with health and safety obligations, particularly by reporting promptly any defects, risks or potential hazards.
Equal Opportunities	<p>ELFT is committed to equality of opportunity for all employees, job applicants and service users. We are committed to ensuring that no one will be discriminated against on the grounds of race, colour, creed, ethnic or national origin, disability, religion, age, sex, sexual orientation or marital status. The Trust commits itself to promote equal opportunities and value diversity and will keep under review its policies, procedures and practices to ensure that all employees, users and providers of its services are treated according to their needs.</p> <p>For management posts, to ensure that within their service area fair employment practice and equality of opportunity are delivered.</p>
Dealing With Harassment/ Bullying In The Workplace	<p>The Trust believes employees have the right to be treated with respect and to work in a harmonious and supportive working environment free from any form of harassment and / or bullying.</p> <p>The Trust has taken positive steps to ensure that bullying and harassment does not occur in the workplace and that procedures exist to resolve complaints as well as to provide support to staff. It is your responsibility as an employee to abide by and support these steps so all employees can work in a harmonious, friendly and supportive working environment free of any harassment or intimidation based on individual differences.</p> <p>Disciplinary action will be taken against any member of staff found to be transgressing the Dignity at Work Policy.</p>
No Smoking	To refrain from smoking in any of the organisations premises not designated as a smoking area. 'East London Foundation Trust is a Smokefree Trust – this means that staff must be smokefree when on duty or otherwise in uniform, wearing a badge or identifiable as ELFT staff or undertaking trust business.'
Alcohol	To recognise that even small amounts of alcohol can impair work performance and affect ones ability to deal with clients and the public in a proper and acceptable manner. Consumption of alcohol during work hours in not permitted.
Confidentiality	As an employee of the Trust the post-holder may have access to confidential information. The postholder must safeguard at all times, the confidentiality of information relating to clients and staff

	<p>and under no circumstances should they disclose this information to an unauthorised person within or outside the Trust. The post-holder must ensure compliance with the requirements of the Data Protection Act 1998, Caldicott requirements and the Trust's Information and IM&T Security Policy.</p> <p>To safeguard at all times, the confidentiality of information relating to clients and staff.</p>
General Data Protection Regulation (GDPR)	<p>To maintain the confidentiality of all personal data processed by the organisation in line with the provisions of the GDPR.</p> <p>As part of your employment with East London Foundation Trust, we will need to maintain your personal information in relation to work on your personal file. You have a right to request access to your personal file via the People & Culture Department.</p>
Safeguarding	<p>All employees must carry out their responsibilities in such a way as to minimise risk of harm to children, young people and adults and to safeguard and promote their welfare in accordance with current legislation, statutory guidance and Trust policies and procedures. Employees should undertake safeguarding training and receive safeguarding supervision appropriate to their role.</p>
Service User and Carer Involvement	<p>ELFT is committed to developing effective user and carer involvement at all stages in the delivery of care. All employees are required to make positive efforts to support and promote successful user and carer participation as part of their day to day work.</p>
Personal Development	<p>Each employee's development will be assessed using the Trust's Personal Development Review (PDR) process. You will have the opportunity to discuss your development needs with your Manager on an annual basis, with regular reviews.</p>
Quality Improvement	<p>The Trust encourages staff at all levels to engage in the Trust's approach to quality through quality improvement projects and quality assurance.</p>
Professional Standards	<p>To maintain standards as set by professional regulatory bodies as appropriate.</p>
Conflict of Interests	<p>You are not precluded from accepting employment outside your position with the Trust. However such other employment must not in any way hinder or conflict with the interests of your work for the Trust and must be with the knowledge of your line manager.</p>
Risk Management	<p>Risk Management involves the culture, processes and structures that are directed towards the effective management of potential opportunities and adverse effects. Every employee must co-operate with the Trust to enable all statutory duties to be applied and work to standards set out in the Risk Management Strategy.</p>
Personal and Professional Development/Investors in People	<p>The Trust is accredited as an Investor in People employer and is consequently committed to developing its staff. You will have access to appropriate development opportunities from the Trust's training programme as identified within your knowledge and skills appraisal/personal development plan.</p>
Infection Control	<p>Infection Control is everyone's responsibility. All staff, both clinical</p>

	<p>and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of all Healthcare Associated Infections including MRSA. In particular, all staff have the following key responsibilities: Staff must observe stringent hand hygiene. Alcohol rub should be used on entry to and exit from all clinical areas. Hands should be washed before and after following all patient contact. Alcohol hand rub before and after patient contact may be used instead of hand washing in some clinical situations.</p> <p>Staff members have a duty to attend infection control training provided for them by the Trust as set in the infection control policy. Staff members who develop an infection that may be transmissible to clients have a duty to contact Occupational Health.</p>
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PERSON SPECIFICATION

JOB TITLE:	<p>CAMHS Operational Pathway Lead</p> <p>Clinical or Counselling Psychologist Clinical Nurse Specialist (Mental Health or LD) Social Worker</p> <p>Newham CAMHS Neurodevelopmental Team Intensive Support Pathway</p>
BAND:	8b (Part time 0.6 WTE – 12 months fixed-term contract)
DEPARTMENT:	Newham CAMHS
DIRECTORATE:	Specialist Services
REPORTING TO:	Line Manager
ACCOUNTABLE TO:	<p>Professionally accountable to Psychological Therapies Lead. Operationally accountable to Clinical Team Lead and CAMHS General Manager for achievement of team objectives.</p>

ATTRIBUTES	CRITERIA	ESSENTIAL/ DESIRABLE	SELECTON METHOD (S/I/T)
Education/ Qualification/ Training	<p>Qualification in appropriate mental health/social welfare profession including:</p> <p>Clinical Psychologist / Counselling Psychologist / Clinical Nurse Specialist (Mental Health or LD) / Social Worker</p>	Essential	S/I/T

	<p>Appropriate level of qualification for your profession e.g. BSc, Masters or Doctorate</p> <p>Registration with your appropriate body (e.g. UKCP, NMC, HCP etc.)</p> <p>Evidence of continuous and relevant professional training and development (CPD) in keeping with qualification period.</p> <p>Positive Behaviour Support training with recognised provider.</p> <p>Qualifications/ training in specialist skills e.g. systemic therapies, neuropsychology</p> <p>Leadership training</p>	Desirable	
Experience	<p>Substantial experience at Band 8a in delivering specialist mental health assessment and treatment interventions in CAMHS for children and young people, and their families, with autism, learning disability or both, and significant and complex behavioural or mental health problems</p> <p>Substantial experience at Band 8a of delivering behavioural interventions, such as Positive Behaviour Support</p> <p>Substantial experience of working in a multi-disciplinary and multi-agency context and with complex networks</p> <p>Substantial experience of working with a wide variety of patient/client groups across the whole life course presenting problems that reflect the full range of clinical severity including a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse</p> <p>Substantial experience of working with children and young people in an emotionally demanding environment</p> <p>Substantial experience with working with children and young people and their families in a therapeutic context</p>	Essential	<ul style="list-style-type: none"> S/I

	<p>Substantial experience of working with children, young people and families in severe crisis</p> <p>Experience of providing supervision</p> <p>Knowledge and experience with working with safeguarding issues and serious mental health problems, including challenging behaviour</p> <p>Substantial experience of risk assessment and risk management</p> <p>Experience/knowledge of working in a multi-ethnic community and of working with interpreters</p> <p>Substantial experience of providing consultation in the multi-agency context</p> <p>Experience, skills and flexibility to contribute to and facilitate effective working within a multi-disciplinary team setting</p> <p>Experience of teaching and training</p>		
Knowledge and Skills	<p>Masters or Doctoral level knowledge of research methodology consistent with and relevant to CAMHS practice</p> <p>Evidence of continuing professional development as required by professional guidelines</p> <p>Knowledge of and skill in using a wide variety of CAMH theories and interventions and the ability to use these appropriately in relation to client need and work setting</p> <p>Knowledge of Neurodevelopmental conditions and skill in using suitable interventions with this client group.</p> <p>Sufficient knowledge of other modalities to engage appropriately with colleagues and their work with clients</p>	Essential	<ul style="list-style-type: none"> • I

	<p>Knowledge of child development/ mental health issues</p> <p>Up-to-date knowledge of relevant legislation and ethical issues, including The Children Act, and strategic frameworks and their implications for both clinical practice and professional management</p> <p>Knowledge of current developments in therapy with children and adolescents both with and without neurodevelopmental conditions and mental health problems</p> <p>Knowledge, understanding and experience with diverse racial, ethnic and cultural backgrounds and families with a high level of deprivation</p> <p>Knowledge of current developments in CAMH guidelines and recommendations for assessment and intervention with children and adolescents with learning disability or autism or both.</p>		
Other	<p>Ability to contain and work with organisational stress and ability to “hold” the stress of others</p> <p>Working to local and national protocol and guidelines</p> <p>Ability to work autonomously, setting appropriate goals, in accordance with professional ethics guidelines and Trust policies</p> <p>Understanding of equality of opportunity and related policies and procedures</p> <p>Ability to endure prolonged periods of concentration for extended client therapy sessions.</p> <p>Able to sit in constrained positions for a substantial period of working time</p> <p>Respectful approach to service users, families, carers, colleagues and other professionals</p> <p>Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings</p>	Essential	<ul style="list-style-type: none"> • I

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S: Shortlisting I: Interview T: Test