

### **JOB DESCRIPTION**

<b>Job Title:</b>	<i>Child &amp; Adolescent Psychotherapist</i>
<b>Managerially accountable to:</b>	Community CAMHS Clinical Manager
<b>Professionally accountable to:</b>	Head of Psychology and Psychotherapies CAMHS and Eating Disorders
<b>Managerially responsible to:</b>	CAMHS Service Manager <i>Richmond</i>
<b>Professionally responsible to:</b>	<i>Psychology Lead Richmond CAMHS</i>
<b>Responsible for:</b>	Attached trainees, assistant and psychotherapists
<b>Band:</b>	8a
<b>Base:</b>	Richmond CAMHS, SWLSTG
<b>Hours of Work:</b>	<b>22.5 per week (0.6 WTE)</b>

### **Our values**

Our values are in keeping with the NHS Constitution and our [Behaviours Framework](#) set the standards for how we plan and make decisions; deliver quality care; behave with each other and service users and recruit, induct, appraise and develop our staff. We are looking for staff that will help us live these values and help to make SWLSTG a better place for everyone.

### **Service Description**

- *The CAMHS and Eating Disorders Service line is located within South West London and St George's Mental Health NHS Trust. The Trust is responsible for the provision of mental health services to the population of Wandsworth, Merton, Sutton, Kingston and Richmond as well as providing a range of specialist services to a set of wider, regional and national catchment areas.*
- *Tier 3 CAMHS provides community and consultation services to children and adolescents experiencing a range of mental health problems and developmental difficulties.*
- *The service provides a range of assessments and evidence-based interventions for children and adolescents who are experiencing a range of mental health, neurodevelopmental and emotional health difficulties.*
- *Our CAMHS teams are multi-disciplinary, with an evolving skill set. Skills evolution is led by expressed patient need, focusing on patient value, and developed via analysis of clinical outcomes.*



## **Job Summary**

The post holder will:

- Join a multi-disciplinary team Richmond CAMHS
- Carry out high quality assessments for children and young people with moderate to severe mental health difficulties;
- Provide child psychotherapy interventions based on best practice and evidence-based guidelines;
- Have an agreed job plan with specified activity and throughput levels;
- Co-ordinate care for those children, young people and families on their caseload;
- Manage risk within team, Service Line and Trust structures;
- Work to relevant professional and ethical guidelines, and within the framework of Directorate and Trust policies and procedures.
- Use screening and outcome measures in clinically meaningful ways to demonstrate treatment effectiveness and seek feedback about user experience.

## **Key Result Areas**

### **Clinical**

1. To provide specialist assessments of young children and their parents/carers referred to the service based upon the appropriate use, interpretation and integration of complex data from a variety of sources where appropriate, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews in line with CYP IAPT methodology.
2. To formulate and implement plans for evidence-based psychological interventions, based upon an appropriate conceptual framework, and employing methods based upon evidence of efficacy, to improve the parent/child relationship.
3. To be responsible for implementing a range of child psychotherapy interventions employed individually and in synthesis, maintaining a number of provisional hypotheses, adjusting and refining formulations or understandings, drawing upon different explanatory models and employing methods of intervention that are based upon evidence of efficacy.
4. To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual and the family.
5. To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients whose problems are managed by psychologically based standard care plans
6. To provide specialist mental health advice guidance and consultation to other professionals contributing directly to the care of the young child and their parents/carers

7. To contribute to and/or use evidence-based, integrated working tools and processes, to ensure young children and their parents/carers receive holistic and co-ordinated services in response to their mental health needs.
8. To undertake risk assessment and risk management for young children and their parents/carers.
9. To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of young children and their parents/carers who are under their care.
10. To monitor progress during the course of interventions, ensuring that all interventions are fully assessed, planned, implemented and evaluated in conjunction with CYP IAPT minimum dataset standards.
11. To maintain accurate and accessible health care records according to Trust policy and Information Governance requirements.
12. To demonstrate high level communication skills, both written and verbal, within all agencies.

### **Teaching, Training, and Supervision**

1. The post holder will be expected to undertake teaching, training and supervision in accordance with CAMHS and Eating Disorders service line common expectations for P&P staff and in line with the strategy agreed within the CAMHS Directorate.
2. To receive regular clinical professional supervision from a psychotherapist and, where appropriate, other senior colleagues.
3. To gain additional experience and skills relevant to the profession and/or the service (as agreed with the responsible professional and team manager) in accordance with the CAMHS and Eating Disorders service line's common expectations for P&P staff.
4. To develop skills in the area of professional post-graduate teaching, training and supervision and to provide supervision to other MDT staff's psychological work as appropriate.
5. If required, to provide advice, consultation and training to staff working with the client group across a range of agencies and settings.

### **Management, Recruitment, Policy and Service Development**

1. To contribute to the development, evaluation and monitoring of the service's operational policies and services (as directed), through the deployment of professional skills in research, service evaluation and audit.
2. To contribute to a culture that is therapeutic, productive, accessible, inclusive and flexible to meet the needs of the local population.



## **Research and Service Evaluation**

1. To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members.
2. To undertake appropriate research and provide research advice to other staff undertaking research.

## **Other**

1. To 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 post holder's professional and service manager(s).
2. To contribute to and commit to undertaking an annual professional development review (PADR).
3. To undertake personal and professional development as identified in the Personal development Plan (PDP) as required by the service and set out in the job plan.
4. 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 and Trust policies and procedures.
5. To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health. For this post these specifically include:
  - Current Mental Health Legislation
  - The Children's Act (1989)
  - Trust, London Borough and pan-London child protection procedures.
  - Local and national developments in SWLStG CAMHS
  - Risk Assessment and Management
  - Clinical Governance
  - Local and national developments in line with "Every Child Matters"
  - Joint working practices between voluntary and statutory sector

## **Training and Development**

1. To undertake mandatory and statutory training, supervision and annual appraisal as required by Trust policy.
2. To contribute and commit to undertaking an annual Development Review/appraisal.
3. To undertake personal development as identified in the Personal Development Plan (PDP).

## **GENERAL:**

South West London and St. Georges Mental Health Trust is an equal opportunities employer. It is the policy of the Trust to ensure that no user of the service, past, present or future employee, or job applicant, receives less favourable treatment on the grounds of their



age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation; in line with the Trust's Equality and Diversity Strategy.

- This is not an exhaustive list of duties and responsibilities, and the postholder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.
- This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the postholder.
- The postholder is expected to comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities and Confidentiality of Information.
- The postholder is responsible for ensuring that the work that they undertake is conducted in a manner which is safe to themselves and others, and for adhering to the advice and instructions on Health and Safety matters given by Manager(s). If postholders consider that a hazard to Health and Safety exists, it is their responsibility to report this to their manager(s).
- The postholder is expected to comply with the appropriate Code(s) of Conduct associated with this post.
- South West London and St George's Mental Health NHS Trust operates a no smoking policy. The Trust has been smoke-free since 01 January 2006.

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**Updated by: Dr Rachel Tucker, Head of Psychology and Psychotherapies CAMHS & All Age Eating Disorders**  
**Date: Jan 2024**



## PERSON SPECIFICATION

**Job title: Band 8a Specialist Child & Adolescent Psychotherapist**

	ESSENTIAL	DESIRABLE	HOW TESTED
<b>TRAINING &amp; QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• <i>Qualified Child &amp; Adolescent Psychotherapist having successfully completed a training course recognised/accredited by the Association of Child Psychotherapists (ACP) or equivalent, and registered with ACP</i></li> <li>• <i>Evidence of continuing professional development.</i></li> <li>• <i>Post qualification training in the clinical supervision of trainees.</i></li> </ul>	<ul style="list-style-type: none"> <li>• Training as part of a CYP IAPT collaborative in a recognised evidenced based approach.</li> <li>• Formal training in the supervision of a psychotherapeutic modality.</li> <li>• Further training in a recognised evidence-based psychological therapy.</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• References</li> </ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Consolidated experience of specialist psychological assessment and treatment of clients across the full range of care settings, including outpatient, community, primary care</li> <li>• Consolidated experience of working with a wide variety of client groups, across the whole life course presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.</li> <li>• Demonstrate further specialist training and experience by having received a minimum of 50 hours of clinical supervision of working as a child psychotherapist over a minimum of 18 months.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching, training and/or supervision.</li> <li>• Experience of service development or of a leadership role.</li> </ul>	<ul style="list-style-type: none"> <li>• Interview</li> <li>• Application form</li> <li>• References</li> <li>• Assessed at interview by supervision record and references.</li> </ul>
<b>KNOWLEDGE AND SKILLS</b>	<ul style="list-style-type: none"> <li>• Skills in the use of complex methods of psychological assessment, intervention and management.</li> <li>• Ability to communicate effectively orally and in</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality disorder, dual</li> </ul>	<ul style="list-style-type: none"> <li>• Interview</li> <li>• Application form</li> <li>• References</li> </ul>



	<p>writing appropriate to a variety of audiences.</p> <ul style="list-style-type: none"> <li>• Skills in providing consultation to other professional and non-professional groups.</li> <li>• Evidence of potential to provide collaborative team leadership.</li> <li>• Knowledge of UK legislation in relation to the health and welfare services to children and adolescents and mental health.</li> <li>• Knowledge of employment legislation</li> </ul>	<p>diagnoses, people with additional disabilities, children with complex problems etc).</p>	
<b>BEHAVIOURS AND VALUES</b>	<p>Ability to behave in accordance with our Trust values:</p> <ul style="list-style-type: none"> <li>• Respectful - so you feel appreciated and included</li> <li>• Open - so you feel informed and involved</li> <li>• Collaborative - we expect teamwork so you feel connected and supported</li> <li>• Compassionate and kind so you feel valued and cared for</li> <li>• Consistent - in our quality of care so you feel safe and reassured</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> <li>• Application</li> </ul>
<b>OTHER</b>	<ul style="list-style-type: none"> <li>• Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.</li> <li>• Ability to work within relevant mechanisms of clinical governance.</li> <li>• Ability to maintain high clinical standards when exposed to highly emotive material or challenging behaviour.</li> <li>• Ability to work creatively, cooperatively, reliably and consistently.</li> <li>• Empathy for individuals who have experienced mental health problems.</li> </ul>	<ul style="list-style-type: none"> <li>• Personal experience of mental health problems.</li> <li>• Experience of working within a multicultural framework.</li> </ul>	<ul style="list-style-type: none"> <li>• Interview</li> <li>• Application form</li> <li>• References</li> </ul>

