

Job Description

Role	Group Organisational Therapist
Directorate	Residential Services
Reports to	Community Director
Direct reports	None
Key relationships	All Community Employees Child Therapist CHF's Clinical Consultant

Purpose

This is a pivotal role within Childhood First's provision of services for children and young people with complex needs. The post holder will work closely with the Director (Registered Manager) of the therapeutic community to ensure there is an effective therapeutic framework, based on psychodynamic principles and working to the Childhood First Integrated Systemic Therapy (iST) methodology and model. The post holder will also ensure there is an environment in place that allows for the therapeutic group model to thrive.

Key responsibilities

Clinical

- Facilitate psychodynamic groups for the whole therapeutic community, for staff and trainees, as required. The twin purposes of the groups are to provide experiential training and formation in working with trauma in a group setting, and to process the experiences of staff and children arising in the course of the therapeutic community's living together, in the service of the children's recovery.
- Facilitate regular reflective practice groups for all staff teams.
- Assess and advise about the progress and development of individual iST trainees, staff, managers and groups.
- Consult to the Community Director about organisational and group functioning, and individuals' functioning within groups and the organisation, and their clinical effectiveness.
- Provide specialist organisational and group therapeutic advice, guidance and consultation to other professionals to assist in the formulation, diagnosis, management and treatment of children and young people.
- Provide reports and communicate in a skilled and effective manner concerning the assessment of iST trainees, staff, managers, groups and the therapeutic community.
- Contribute to the professional clinical development of trainees, staff, managers, groups, and the therapeutic community, based on psychodynamic principles.
- Ensure that the therapeutic community's environment and group work provides emotional and psychological containment and clinical support for the children and young people.

Training, Assessment and Development

- Regularly contribute to the continual assessment of iST trainees and attend regular iST assessment panels.
- Provide group and individual clinical supervision of all senior therapeutic staff, and other staff as required, supporting their clinical development and role effectiveness.
- Utilise theory, evidence-based literature and research to support evidence-based practice in the therapeutic community's work and when working with groups and staff team members.
- Ensure the development and implementation of an effective structure of organisational consultation and group work, in support of the primary task, and in accordance with the structures and principles of iST.
- Ensure the development and maintenance of the highest personal and professional standards of organisational and group practice through consultation, supervision, training and working with groups.
- Contribute to the development and articulation of best practice in iST, by exercising the skills of a reflexive and reflective practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of organisational and group therapy, and therapeutic community disciplines.
- Maintain adequate knowledge of legislation, national and local NHS, Social Care and Education policies and issues of relevance to the service and client group (particularly child protection procedures and practices and National Service Frameworks and NICE guidelines) in order to practice safely and to model safe practice in group work for others.

Other

- Collaborate, and build effective working relationships, with the members of the Senior Management Teams and Central Services helping to foster a culture of learning best practice in the delivery of our services across our therapeutic communities.
- Participation in all relevant business and dynamics meetings.
- Demonstrate a commitment to Equality, Diversity and Inclusion, Safeguarding and Health and Safety within own practice and challenge behaviours of others that fall short.
- Support, challenge and address the practice of others.
- Keep up to date with good practice guidance, current legislation, government initiatives, and local policies and procedures as well as playing a lead role in the dissemination of these within the team.
- Maintain own clinical accreditation with the relevant membership body in good standing of Childhood First's iST training organisation, as well as any existing professional registration(s).
- Adhere and uphold to Childhood First's policies and procedures, good professional conduct and demonstrate a commitment to the vision, mission and values of Childhood First.
- Actively participate in the overall management and development of Childhood First through team, service and organisation wide meetings.

This job description is not exhaustive but simply a guide to the level and range of responsibilities the post holder will be expected to undertake. Childhood First retains the right to update this job description at any time to meet organisational requirements.

Person Specification

Education and qualifications

Requirement	Essential	Desirable
Professional registration and substantial experience at supervisory level in Group Analytic Psychotherapy and/or Systemic Therapy within an organisational context.	X	
Member of UKCP or equivalent.		X
Post-graduate qualification in a relevant clinical discipline.		X

Experience

Requirement	Essential	Desirable
Setting up and facilitating psychodynamic groups for staff within a specialist psychotherapeutic provision for children and young people who have experienced trauma and neglect, i.e. a multi-disciplinary team located in community, primary care, outpatient or inpatient setting.	X	
Working with a wide variety of children and adolescents across the whole age range and their parents, and presenting problems that reflect a range of clinical severity and complexity.	X	
Working in different CAMHS Tiers.		X
The application of group psychotherapy in different cultural contexts.		X
Working in group-based therapeutic settings or therapeutic communities.		X

Knowledge and skills

Requirement	Essential	Desirable
The use of complex methods of psychotherapeutic group facilitation.	X	
Ability to communicate effectively, orally and in writing, complex, technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.	X	
Awareness of legislation in relation to children and adolescents including child protection procedures and policies.	X	
Ability to tolerate anxiety without recourse to premature action whilst appreciating the role of the supervisor.	X	
Awareness of the implications of working within a managed system and ability to stay in role under pressure.	X	
Understanding of NHS, Social Care and Education Structures, National Policies and frameworks.		X

Skilled in providing consultation to other professional and non-professional individuals/groups.		X
Awareness of research methodology and outcome research design and ability to critically interpret research findings.		X

Other

Requirement	Essential	Desirable
Able to form good working relationships with others in a multidisciplinary setting.	X	
Able to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice.	X	
Embracing the values of the charity and promote the vision and mission to internal and external stakeholders.	X	
Commitment to safeguarding the wellbeing of children and young people.	X	
Demonstrating a commitment to equal opportunity and anti-discriminatory practice.	X	
Hold a current driving license or ability to travel on a regular basis using public transport.	X	
Experience of teaching and training others and presenting the work of child psychotherapists within public, professional and academic settings.		X