



MEDUSA PROJECT - JOB DESCRIPTION REQUIREMENTS – SYSTEMIC PRACTITIONER

Location: Brockley, London, SE4

Salary: £43,742 - £50,056 (Band 7)

Contract: Permanent

Job Type: Full-Time

Hours: 37.5hrs per week

Benefits:

- 30-days Holiday
- Pension Contribution
- Well-Being Programme
- Team Building Days Out
- Sick Pay
- Full Induction Training
- External Clinical Supervision
- DBT Supervision
- Close to local transport (Zone 2), Free On-Street Parking

Responsible to: Senior Management

***This role is for females only.** This is a genuine occupational requirement, in accordance with the Equality Act 2010.

As the Systemic Practitioner will be a key member of The Medusa Project team. We provide care to Looked After Children and Leaving Care young people; whom present with difficult to manage and/or chaotic behaviours, which include self-harming, ASD, ADHD and a range of acute mental health diagnoses and struggle to emotionally self-regulate, due to complex trauma.

Your role will be to provide specialist systemic assessment, formulation and intervention within the team and the professional network. You will provide systemic advice, guidance, joint work, consultation and training within the team.

You will be a specialist resource to engage the team in systemic thinking and skills in case reviews, joint work and clinical meetings.

PRINCIPAL RESPONSIBILITIES

Clinical

1. To undertake systemic assessments of the young people referred to the project. This includes the gathering of appropriate information from the family, utilising a range of systemic methodologies (e.g., interactional patterns, levels of context) and from other professionals and agencies.
2. To provide a specialist level of systemic assessment, formulation and intervention with young people and their families. This includes delivery of a range of systemic skills and techniques to individuals and families, in the context of professional and wider social systems.
3. To undertake risk assessment and the management of risk following an act or intent of deliberate self-harm.
4. To directly implement a variety of systemic skills as appropriate to the young people's needs.
5. To provide advice, guidance, and consultation to other team members as appropriate in groups or on an individual basis, drawing upon systemic theory, knowledge and evidence base as in line with the level of systemic qualification held and core professional qualification.
6. To identify and respond appropriately to safeguarding issues within procedures set down by project and the Local Authority Designated Officer (LADO).
7. To observe professional confidentiality in all matters relating to your work.
8. Establish and maintain good relationships and clear communication with other local agencies [e.g., Social Services, CAMHS, DBT Service, Health Visitors and GP].
9. To facilitate collaboration and joint working with other relevant professionals.

Education/Training

10. To participate in service and team reviews, in line with the project's needs.
11. To participate in appropriate training courses, talks and seminars to other disciplines and organisations, statutory and non-statutory.
12. To participate in regular clinical supervision.
13. To provide consultation, advice and training as the team, as in line with the level of systemic qualification held and core professional qualification.

Administration

14. To maintain up-to-date comprehensive clinical notes and prepare formal documents such as letters, reports and summaries.

15. To record and submit statistical information as required by the service.
16. To ensure administrative tasks are completed within the time scales set down in service protocols.
17. To attend and participate in team referral meetings, business meetings, supervision and support meetings.
18. To contribute to the formulation and evaluation of policies and the development of ideas for changing policies, as appropriate.

Clinical Governance

19. To participate in team evaluations, team reviews and risk assessments.
20. To assist in ensuring that all practice is both clinically safe and can show evidence of evidence- based practice.
21. To participate in team initiatives to ensure quality of service e.g., client satisfaction questionnaires.

General

Adhere to The Medusa Project Policies and Procedures at all times. This Job Description aims to provide the Applicant with an accurate and concise summary of the Job and its main duties and responsibilities. It is The Medusa Project's aim to reach agreement on changes, but if agreement is not possible; The Medusa Project reserves the right to change this job description, after consultation with you.

MEDUSA PROJECT - JOB SPECIFICATION REQUIREMENTS – SYSTEMIC PRACTITIONER

QUALIFICATIONS

- Educated to diploma/degree level and registered with an appropriate body (i.e., Registered Mental Health Nurse, Social Work, Registered General Nurse, OT, Psychology etc.
- An AFT (Association Family Therapy & Systemic Practice) accredited – Level 2 Intermediate Systemic Training or an accredited CYP-IAPT Training in Systemic Family Practice
- Membership of AFT

KNOWLEDGE/SKILLS - ESSENTIAL

- Generic and discipline specific mental health assessments
- Formulating and devising care & safety plans, for a range of presentations
- Skills in systemic practice / family assessment, formulation and intervention

- Knowledge and skill of using variety of systemic approaches e.g. social constructionist, narrative, solution focused
- Skills in working systemically with individuals, family, and groups
- Contributing to multidisciplinary team meetings and co-working assessments and treatment within clinic-based settings
- Ability to offer advice, guidance, consultation and training to team members
- Substantial practice in relevant core profession
- Knowledge and experience of working with young people
- Minimum 12 months experience of working as a systemic practitioner and embedding systemic skills in a clinical setting
- Experience of MDT working
- Understanding of Child/Adult safeguarding issues
- Understanding of Risk Assessments and Risk Management
- Competent in use of IT packages such as Microsoft Word and PowerPoint
- Demonstrate the ability to work in highly demanding environment
- Able to demonstrate imaginative and effective use of resources
- High-level knowledge of the theory and practice of family and systemic psychotherapy
- Knowledge and Skills of a range of models in the assessment and treatment of mental health including specific family and systemic theories and evidence base
- Knowledge and skills in effective communication, orally and in writing, complex, highly technical and/or clinically sensitive information to young people, their families, carers and other professional colleagues
- Knowledge of the relevant clinical research literature and ability to apply it to field of child mental health
- Knowledge of legislation in relation to the client group and mental health, education and the children Act and Child protection
- A good understanding of attachment-based model
- A good understanding of relational working
- A good understanding of secondary trauma
- Continuous Improvement

DESIREABLE

- Supervision qualification
- 2 years' experience in either Child or Adult mental health
- Experience of providing a culturally sensitive service
- Working autonomously within community settings
- Know about different models of family work and evidence base for family therapy

- Working knowledge of the theory and practice of at least one other specialist psychological therapy
- Attachment theory and relevance to young people with mental health challenges

PERSONAL SKILLS

- Accountability
- Boundaried
- Change oriented
- Consistent
- Discreet
- Empathic
- Enthusiasm
- Engaging style
- High professional standards
- Kind
- Listening skills
- Non-judgmental
- Nurturing
- Patience and understanding
- Reliable
- Respectful
- Responsive to service users
- Self-aware
- Self-motivation
- Self-confidence
- Supportive
- Transparency and honesty

ADDITIONAL EXPERIENCE

- “Life experience” (previous experience within a similar environment / an understanding of the needs of vulnerable young women who self-harm and/or exhibit other complex behaviours).
- Understanding of the principles underpinning the delivery of care and the role of those providing the service.