

## Job Description

<b>Department:</b>	Children and Young People Services
<b>Division/Section:</b>	Clinical Service - Fostering and Corporate Parenting
<b>Job Title:</b>	Specialist Clinician
<b>Post No:</b>	TBC
<b>Grade:</b>	12
<b>Reports to:</b>	Clinical and Quality Assurance Lead
<b>Organisation Chart:</b>  Show immediate manager and any jobs reporting to this post.	<pre> graph TD     A[Clinical &amp; QA Lead] --&gt; B[Specialist Clinician]     B --&gt; C[Family &amp; Parenting Support Worker]           </pre>
<b>DBS Check applicable?</b>	Basic <input type="checkbox"/> Standard <input type="checkbox"/> Enhanced X None <input type="checkbox"/>
	<b>Is post exempt under the Rehabilitation of Offenders Act 1974 in respect of declaration of spent convictions?</b>  Yes <input type="checkbox"/> No X
<b>Line Management responsibility for:</b>	<b>No. of direct reports: 1</b>  <b>No. of indirect reports: 1</b>
<b>Size of budget:</b>	No budget responsibilities
<b>Job Purpose:</b>	Children's Services works with the most vulnerable children, young people and families, including those on the edge of care, within the care system and preparing for independence when leaving care. The aim of this service is to deliver integrated

	<p>and individualised interventions to promote best outcomes for these children and young people to support their mental health and emotional wellbeing. The role includes specialist consultation using a trauma-informed and attachment-based approach. Providing reflective practice for social care colleagues and promoting stability in the homes that the children are living in with their carers.</p> <p>The Specialist Clinician is to provide evidence-based assessment, formulation and intervention to children across Cambridgeshire and Peterborough.</p> <p>To perform a specialist role with care and compassion, offering assessment, identification of mental health and emotional wellbeing needs and providing associated interventions with children and young people (C&amp;YP) who have difficult health, social, psychological and psychosocial needs who have been referred to the service.</p> <p>To assess the attachment and psychological needs of children and young people, including those with a range of variable conditions, physical and mental health conditions, chronic and terminal illness and learning disabilities.</p> <p>To provide a specialist response for difficult cases, formulating and implementing intervention plans aimed at promoting the mental health and emotional wellbeing of the child and improving their attachment style to their carers.</p> <p>To manage a defined caseload of challenging needs as an autonomous practitioner, evidencing high-level problem solving and reasoning skills, and independence of judgement.</p>
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#### **Main Duties and Responsibilities:**

##### **Clinical**

- To use communication, reasoning, and negotiation skills to establish a therapeutic relationship in complex and highly complex cases, managing barriers to communication.
- To provide specialist psychological/psychotherapeutic assessments and interventions using the appropriate interpretation and integration of complex data from a variety of sources including psychological and neuropsychological tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with children, family members and others involved in the child's care. To evaluate and make decisions about clinical intervention, taking into account both theoretical and therapeutic models and highly complex factors concerning historical, environmental, biological and developmental processes that have shaped the individual, family or group.
- To provide highly specialist consultation, advice and guidance to other professionals at all levels working with families both within the service and in partner agencies. This will include liaison and working with professional networks involving complex issues.
- To formulate and implement plans for the formal psychological/psychotherapeutic treatment and/or management of children and young people in psychological or emotional distress, based upon an appropriate conceptual framework of the child's problems, employing methods based upon evidence of efficacy, across the full range of care settings.
- To work jointly and collaboratively with other team members to enhance and develop work with children, adolescents and their families by providing specialist knowledge and skills
- To support the delivery of psychological formulations and/or contribute to care plans within children's social care in collaboration with the social worker, social care colleagues, child, care leaver and family and work in ways which are sensitive to the needs of families from a range of social, cultural, and religious backgrounds and respecting their diversity.
- To seek opinion from other relevant professionals to inform analysis and reasoning where appropriate.
- To liaise with health and social care professionals and other related statutory, private and voluntary organisations, providing written reports, recommendations and referrals when appropriate.
- Deliver training to colleagues and carers as determined by the Quality Assurance and Clinical Lead to support home stability for children in care.

- To progress any interventions to a satisfactory closure, evaluating outcomes and setting up reviews as appropriate.
- To identify unmet needs and gaps in service provision and highlight these to the appropriate manager or organisation.
- To maintain accurate and up to date documentation on the computer-based system consistent with legal and organisational requirements.
- To comply with all relevant policies and procedures, health promotion strategies and to adhere to and apply the Code of Practice and Conduct related to your professional registration organisation.
- To take a lead within the team in a specialist area for example DDP (Dyadic Developmental Psychotherapy), IFS (Internal Family Systems, EMDR, Attachment theory etc. To develop and maintain an agreed area of professional interest and expertise and act as a resource to other team members for this subject area, accessing relevant external training.
- To actively participate in supervision and appraisal, using reflection and analysis to inform practice and identify training needs.
- To provide teaching, consultation and supervision to qualified and trainee clinicians and other disciplines as agreed with the line manager.
- To maintain and develop professional knowledge and be conversant with professional developments, evidencing critical appraisal skills and Continuing Professional Development and a sound understanding of Clinical Governance.
- To participate in staff and service development through attendance at service meetings and in-service training sessions, including taking a lead in facilitating such events and presenting information as appropriate.
- To support the Clinical and Quality Assurance Lead by carrying out agreed delegated tasks as required and to actively influence service improvements
- To contribute to the evaluation of the service through use of audit, outcome measure and in-service research projects and where appropriate take a lead in implementing these.
- To communicate, in a highly skilled and sensitive manner, to colleagues, family carers and others as appropriate, information that may be contentious or highly distressing concerning the assessment, formulation and intervention plans of clients under their care and to monitor and evaluate progress during the course of multi-disciplinary interventions.
- To produce reports, in a timely manner, that convey the key findings of assessment, formulation and intervention outcome in a way that does justice to the complexity of the problems described, but that is understandable to the recipients of the reports, including carers and referrers.
- To develop, facilitate and support training to foster carers, social care professionals and schools.
- To work in partnership with other disciplines and to maintain links with statutory and non-statutory stakeholders and primary care agencies as appropriate including members of other disciplines and agencies whom also hold responsibility for shared cases.
- To respond to and manage any therapeutic concerns through reflective and supervision of the clinical service and take the lead in the absence of the Lead Clinician.

### **Quality and Patient Safety**

- Protection of Children & Vulnerable Adults – To promote and safeguard the welfare of children, young people and vulnerable adults.
- Implementation of NICE guidance and other statutory / best practice guidelines. (where appropriate)
- Infection Control - To be responsible for the prevention and control of infection.
- Incident reporting - To report any incidents of harm or near miss in line with PCC's incident reporting policy ensuring appropriate actions are taken to reduce the risk of reoccurrence.
- To contribute to the identification, management and reduction of risk in the area of responsibility.
- To ensure day to day practice reflects the highest standards of governance, clinical effectiveness, safety and patient experience.
- To ensure monitoring of quality and compliance with standards is demonstrable within the

service on an ongoing basis.

- To be aware of the responsibility of all employees to maintain a safe and healthy environment for patients/ clients, visitors and staff.

### General

- 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.
- To comply with the Professional Codes of Conduct and to be aware of changes in these. To maintain up to date knowledge of all relevant legislation and local policies and procedures implementing this.
- To ensure that all duties are carried out to the highest standard, and in accordance with currently quality initiatives within the work area.
- To comply with all relevant PCC policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information and to be aware of any changes in these.
- To comply at all times with PCC's Information Governance related policies. Staff are required to respect the confidentiality of information about staff, patients and PCC business and in particular the confidentiality and security of personal identifiable information in line with the Data Protection Act. All staff are responsible for ensuring that any data created by them is timely, comprehensive, accurate, and fit for the purposes for which it is intended.

<b>Generic Responsibilities:</b>	<p>To carry out all responsibilities with regard to the Council's Equalities Policy and Procedures and Customer Care Policy.</p> <p>To comply with all Health &amp; Safety at work requirements as laid down by the employer.</p> <p>The council is committed to safeguarding and promoting the welfare of children and vulnerable adults and expects all staff and volunteers to share this commitment.</p>
<b>Flexibility Clause:</b>	<p>Other duties and responsibilities express and implied which arise from the nature and character of the post within the department (or section) mentioned above or in a comparable post in any of the Organisation's other sections or departments.</p>
<b>Variation Clause:</b>	<p>This is a description of the job as it is constituted at the date shown. It is the practice of this Authority to periodically examine job descriptions, update them and ensure that they relate to the job performed, or to incorporate any proposed changes. This procedure will be conducted by the appropriate manager in consultation with the postholder.</p> <p>In these circumstances it will be the aim to reach agreement on reasonable changes, but if agreement is not possible the Head of Service reserves the right to make changes to your job description following consultation.</p>

<b>DATE:</b>	04 May 2025	<b>COMPLETED BY:</b>	Vanessa Kinsey-Thatcher
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## Person Specification

<b>Job title:</b>	Specialist Clinician	<b>Directorate:</b>	Children & Young People Services
<b>Grade:</b>	12	<b>Service / Team:</b>	Clinical Service
<b>Date:</b>	04/05/2025	<b>Completed by:</b>	Vanessa Kinsey-Thatcher

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
<b>KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>To have an in-depth level of knowledge of and practical implementation of interventions and other relevant legislation with a detailed knowledge of relevant procedures and policies relating to social care and health in relation to C&amp;YP.</li> <li>Knowledge and understanding of good customer care</li> <li>Awareness of recent developments in health and social care</li> <li>Knowledge of trauma, attachment and psychosocial and/or environmental needs</li> <li>Evidence of continuing professional development (A &amp; I)</li> </ul>	
<b>SKILLS &amp; ABILITIES</b>	<ul style="list-style-type: none"> <li>Ability to organise and prioritise caseload efficiently to meet competing demands</li> <li>Ability to demonstrate initiative</li> <li>Willingness to undertake and maintain own continuing professional development and attend relevant training and development activities</li> <li>Ability to maintain effective and accurate records in accordance with departmental policies and procedures</li> <li>Ability to communicate well with other professionals, clients and their family/carer</li> <li>Ability to present information in a concise manner</li> <li>Able to liaise effectively with other statutory and voluntary organisations</li> <li>Good presentation and teaching skills</li> <li>Effectively prioritises and co-ordinates own work</li> <li>Effective management and planning of client interventions independently</li> </ul>	<ul style="list-style-type: none"> <li>colleagues and the wider public</li> </ul> <p>(A &amp; I)</p>

	<ul style="list-style-type: none"> <li>• Previous experience and positive approach of close multi-disciplinary team working</li> <li>• Ability to ensure cost effectiveness and efficiency of service provisions</li> <li>• Ability to develop partnership working with colleagues and peers.</li> <li>• Demonstrates ability to be a good team member and assume designated leadership responsibilities.</li> <li>• To be innovative, flexible and adaptable to meet service needs</li> <li>• To take a child-centred approach in interventions</li> <li>• Well-developed negotiation and problem-solving skills.</li> <li>• Good interpersonal skills including observation, listening and empathy skills.</li> <li>• Ability to diffuse situations when clients and their representatives are abusive and aggressive</li> <li>• Good working knowledge of Windows and Microsoft packages</li> </ul> <p>(A &amp; I)</p>	
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• A minimum of 3 years post qualifying experience in a similar field</li> </ul>	
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• A recognised social work qualification DipSW/CQSW/CSS or degree level qualification or equivalent in education or health/OT/Nursing/Psychotherapy/Educational / Counselling/Clinical or Educational Psychology/Social Work</li> <li>• Applicants must demonstrate that they have training <b>and/or</b> experience relevant to the post; they must also prove that they hold appropriate and current professional registration with the associated professional organisation e.g. HCPC/NMC/SWE/BACP/BPS etc.</li> </ul>	<p>Clinical Psychology Psychotherapy Dyadic Developmental Psychotherapy EMDR</p> <p>Other recognised accreditation in a therapeutic discipline (e.g. family therapy, play therapy, psychotherapy, cognitive/behavioural therapy)</p>
<b>PERSONAL CIRCUMSTANCES</b>	<ul style="list-style-type: none"> <li>• Ability to frequently concentrate for a prolonged period of time where work pattern can be unpredictable</li> <li>• Ability to frequently deal with highly stressful situations at work</li> <li>• The post requires the ability to travel throughout Peterborough</li> </ul> <p>(A &amp; I)</p>	
<b>EQUALITY</b>	<ul style="list-style-type: none"> <li>• Candidates must demonstrate understanding of, acceptance and commitment to the principals underlying equal opportunities</li> </ul>	

	(A & I)	
<b>CUSTOMER CARE</b>	<ul style="list-style-type: none"> <li>Knowledge and understanding of effective customer care</li> </ul>	
<b>OTHER REQUIREMENTS</b>	<p>(A &amp; I)</p> <ul style="list-style-type: none"> <li>Recognise people's right to privacy and dignity, treating every person with respect</li> <li>Able to tolerate ambiguity and to take decisions in situations of incomplete information.</li> <li>Ability to exercise appropriate levels of self-care and to monitor own state, recognising when it is necessary to take active steps to maintain fitness to practice</li> </ul> <p>(A &amp; I)</p>	

*[ At the end of each criteria the following codes are used to indicate how the criteria will be assessed:  
 (AI) Application / Interview, (P) Presentation, (W) Written Test.]*