



Job Description

IFT Therapist (Intensive Family Therapy)

Job Details	
Grade	5
Number of Posts	2
Reporting to	Intensive Family Therapy Team

Who Are We?
<p>We are Birmingham Children's Trust.</p> <p>'Working Together to make Birmingham the greatest city to grow up in.'</p> <p>The sole purpose of Birmingham Children's Trust is to make a positive difference for children, young people and families in the city, by driving up the quality of practice and partnerships across the city and its services.</p> <p>Every employee from Family Support and Social Workers to Finance and Legal, work together to make a positive difference to children, young people and families. We are one team, and each have an important role to play in achieving the Trusts objectives.</p> <p>Birmingham Children's Trust Leadership team comprises of six Executive Directors who are responsible for leading and managing the Trust to be an autonomous and high performing organisation.</p> <p>Our Vision:</p> <p>Our vision is to build a Trust that provides excellent social work and family support for and with the city's most vulnerable children, young people and families.</p> <p>We will do this:</p> <ul style="list-style-type: none">• with compassion and with care.• through positive relationships, building on strengths.• in collaboration with children, young people, families and partners.• by listening, involving and including.• in ways that are efficient and deliver value for money. <p>Success will mean significant progress towards these outcomes:</p> <ul style="list-style-type: none">• healthy, happy, resilient children living in families.• families able to make positive changes.• children able to attend, learn and achieve at school.• young people ready for and contributing to adult life.



- children and young people safe from harm.

Our Values:

ONE TEAM

ACCOUNTABILITY AND RESPONSIBILITY

QUALITY AND INNOVATION

RELATIONSHIPS

HIGH SUPPORT HIGH CHALLENGE

Key Responsibilities

The Intensive Family Therapy program is an intensive family and community-based intervention for children and young people aged 9-17, where young people are at risk of out of home placement in either care or custody due to their offending or having severe behaviour problems. The aim of IFT is to break the cycle of anti-social behaviours by keeping young people safely at home, in school, and out of trouble. The service is contactable 24/7 to ensure the most effective and timely support to families at times of crisis

You will work intensively with some of the most complex cases in Birmingham and will engage directly with those families in their own homes and communities, as well as working closely with statutory and voluntary agencies, to empower them with the tools and resources to manage the young person's behaviours

You will be supported to determine the appropriate interventions and work with families to establish specific goals for the intervention. The overall aims of IFT are:

- reduce young people's offending and/or anti-social behaviour and/or violence;
- increase young people's engagement with and success in education and training;
- promote positive activities for parent & young person;
- improve family relationships;
- systemically tackle underlying problems within the family.
- Reduce the risk of an out of home placement (care/custody)

You will be required to develop the commitment and alignment of families and professionals to the IFT model which will require perseverance and persistence. You will take the lead role and navigate working beyond professional disciplines to deliver and ensure the success of IFT interventions by advising others about the IFT model and by displaying integrity to the aims of the intervention.

To meet the needs of the families you will be required to work full-time but adapt to the flexible nature of the service model, often working unsocial hours and regular lone working. The IFT service is contactable 24/7 to ensure the most effective and timely support to families and you will be required to participate in an on-call rota (which is subject to an additional payment as per Birmingham City Council policy). You will be required to travel across the whole of Birmingham to meet the needs of the families and the service. Working remotely is a core element of the role, and you will be able to work across community and office settings in Birmingham, and from home, as required.



You will be supported within the IFT service by the IFT Team Manager and will receive regular group supervision and individual clinical/line management to support you as a professional and share learning and best practice.

- Flexible, full-time, community-based work with families and professionals
- Participation in rota to cover 24/7 on-call support to meet the needs of families at the times they need support
- Exercises professional judgement and uses appropriate IFT methods and interventions to support the best possible outcomes for children and young people.
- Adheres to the IFT approach and works within expectations of relevant profession.
- Utilises theory and evidence-based practice in delivery of the IFT approach.
- Demonstrates strong core clinical skills and therapeutic approaches.
- Supports the development and promotion of IFT through collaborative liaison with local agencies.
- Positively engages with and makes effective use of supervision, putting learning into practice and contributing to the appraisal processes. Identifies and takes up opportunities for CPD.
- Positively engages in regular training and development with Team Manager, in line with the IFT model.
- Develops collaborative relationships and displays strong joint working practices with fellow team members.
- Commit to and participate in team meetings and training that facilitates skill enhancement and positive experiences.
- Contributes to the performance monitoring and reporting requirements of the IFT programme
- Maintains accurate and up to date case records and works within confidentiality and information sharing protocols.
- Works positively, restoratively, proactively and professionally with a range of stakeholders and professional disciplines.
- Develops knowledge and expertise in a range of IFT interventions; sharing across the team, wider service and locality.
- Works in a way that takes into account issues relating to age, sexuality, health, race, religion, culture, and life experience



<ul style="list-style-type: none"> Engage with and complete in a timely manner all requested mandatory training
<ul style="list-style-type: none"> Support with research and evaluation documentation as required.
<ul style="list-style-type: none"> Undertake other duties within the scope of the post as directed by the IFT Team Manager.

Key Information	
Is a Safeguarding Check needed?	<ul style="list-style-type: none"> Enhanced- Children and Adult
Will this position have Line Manager Responsibility?	<ul style="list-style-type: none"> No

Person Specification

Essential Criteria		
Method of Assessment (M.O.A): AF = Application Form; E = Work Based Exercise; I = Interview; P = Presentation; Q = Qualifications		
CRITERIA	Method of Assessment (M.O.A)	ESSENTIAL
Qualifications	AF/I/Q	A professional qualification in one of the following areas: <ul style="list-style-type: none"> Mental Health Nursing Social Work Youth work Youth Justice Psychology
Qualifications	AF/I/Q	Post qualification training in a relevant therapeutic approach
Training	AF/I	Training in various therapeutic models
Training	AF/I	Training in application of clinical skills
Experience	AF/I	Experience of working directly with challenging young people and their families



Experience	AF/I	Experience of working within the framework of legislation relating to children
Experience	AF/I	Experience of working therapeutically with young people/families
Experience	AF/I	Experience and training in therapeutic models and application of clinical skills
Skills	AF/I	Good written and verbal communication skills
Skills	AF/I	Knowledge of safeguarding and Child Protection
Skills	AF/I	Ability to work with children/young people
Skills	AF/I	Knowledge of multi-disciplinary team working
Skills	AF/I	Knowledge of family therapy/CBT approaches
Skills	AF/I	Ability to apply a treatment model in a consistent and effective manner
Skills	AF/I	Ability to work independently
Skills	AF/I	Effective organisational skills to enable working to deadlines
Skills	AF/I	Excellent interpersonal skills
Skills	AF/I	Ability to remain calm in stressful situations
Skills	AF/I	Ability to be open and direct with clients
Skills	AF/I	IT proficient and literate
Other	AF/I	Ability to travel, holding a current valid driving licence and with use of a car
Other	AF/I	A flexible approach to working hours, evenings, weekends and

		bank holidays working will be required
Other	AF/I	Commitment to anti-discriminatory practice
Other	AF/I	Innovative and committed to service development

At Birmingham Children's Trust, we are dedicated to safeguarding and promoting the welfare of children and young people. We expect our staff to create an environment and culture that promotes equality, diversity, and inclusion and advocate for anti-discriminatory practices and behaviours.

