



Job Description

Intensive Family Therapy Team Manager

Job Details	
Grade	GR6
Number of Posts	NA
Department	Intensive Family Therapy
Reporting to	Head of Service Targeted and Intensive Family Support Services

Who Are We?

We are Birmingham Children's Trust.

'Working Together to make Birmingham the greatest city to grow up in.'

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.

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.

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.

Our Vision:

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.

We will do this:

- 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.

Success will mean significant progress towards these outcomes:

- 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

1. **Scope and Purpose of Role**

1.1 The Intensive Family Therapy programme 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.

1.2 You will support a team of IFT Therapists 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)

1.3 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) where you will be available to



IFT Therapists. 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.

- 1.4 You will support the IFT service and will provide regular group supervision and individual clinical/line management to support the team and share learning and best practice.

2 General Duties and Responsibilities

2.1 Clinical

- 3 To develop psychological formulations of presenting problems or situations that integrate information from assessments within a coherent framework that draws upon psychological theory and evidence and which incorporates interpersonal, societal, cultural and biological factors.
- 4 To develop and advise on plans for the formal psychological treatment and/or management of a client's mental health and behavioural problems, based upon an appropriate conceptual framework and employing methods of proven efficacy, across the full range of care settings.
- 5 To evaluate and make decisions about treatment options in line with the IFT principles, taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family, carers or group.
- 6 To provide highly specialist psychological advice, guidance and consultation to the IFT therapists contributing directly to clients' formulation, diagnosis and treatment plan.
- 7 To provide advice to IFT therapists acting as care coordinators, ensure the provision of a care package appropriate for the clients' needs, coordinate the work of others involved with care, take responsibility for arranging CPA reviews as required and communicating effectively with the client, his/her family and all others involved in the network of care, and monitor progress during the course of multi-disciplinary interventions.
- 8 To assist the IFT Therapists via home visits to supervise their work and to provide specialist advice.
- 9 To communicate, in a highly skilled and sensitive manner, to clients, family carers and others as appropriate, information that may be contentious or highly distressing concerning the assessment, formulation and treatment plans of clients under their care.
- 10 To provide expertise, advice and support to facilitate the effective and appropriate provision of psychological care by all members of the treatment team.



- 11 To work in partnership with other disciplines and to maintain links with statutory, non-statutory, and primary care agencies as appropriate.
- 12 To provide highly specialist consultation to children, young people and their families.

This includes:

- The reception, selection and allocation of referrals to the IFT team.
 - Consultation and joint working with other disciplines within the clinic.
 - Liaison with other agencies.
 - Consultation to professionals from other agencies about cases, including complex cases with multi-agency involvement.
11. To contribute towards the team ethos of valuing the rights of the children, young people and families served by the team and assisting them to making informed choices about their needs and their treatment.
 12. To contribute to duty rotas as required.

2.2 Teaching, Training, and Supervision

1. To gain additional highly specialist experience, skills and training relevant to the IFT service (as agreed with the professional supervisor and project board) in line with relevant professional guidelines on CPD.
2. To provide highly specialist advice, consultation, supervision and training to the IFT Therapists working with the client group across a range of agencies and settings, where appropriate.
5. To provide group supervision to IFT Therapists. Review IFT Therapists paperwork and add supervisory comments. Review tapes and give feedback re therapeutic skills.
6. To secure adherence to the IFT model by advising IFT Therapists on how to work in accordance with the IFT principles and provide clinical supervision to enable staff to improve their skills and increase adherence to the IFT model.
7. To provide therapeutic skills training in the IFT therapy models including structural family therapy, CBT, solution focused therapy.
8. To provide guidance and support related to specific problem areas (e.g. ADHD, Asperger's, self-harm).
9. To provide professional and clinical supervision to IFT Therapists, ensuring that they acquire the necessary skills, competencies and experience to contribute effectively to good mental health care and to assess and evaluate such competencies.



This will include: -

- Managing their workloads within the Trust policies and procedures
- Providing suitable cases for their level of expertise and experience.
- Managing an effective & collaborative appraisal process, including job-plans

2.3 Management, Recruitment, Policy and Service Development

1. To co-operate, as requested by the Head of Service with recruitment and selection of IFT staff.
2. To provide line management for up to seven IFT Therapists working across Birmingham.
3. To provide support to the BSO/RAO.
4. To maintain links with key local stakeholders across a range of agencies, including children's services and the Youth Justic Service.
5. To supervise and arrange suitable training arrangements for IFT Therapists in conjunction with professional lead.
6. To maintain and monitor professional standards and practice by IFT Therapists.
7. To manage risk attendant on providing clinical services in the community both for self and team members, ensuring that Trust policies are adhered to.

2.4 Information, Research and Service Evaluation

1. To use a computer as necessary for clinical work, including literature searches, word processing, developing and maintaining training packs and information leaflets, inputting data, emailing, report writing and other tasks as necessary for the efficient running of the service and/or training needs.
2. To provide progress reports as and when requested by the Head of Service.
3. To record relevant information as consistent with BCT record keeping policy.
4. To collate and report on clinical information across a specific area(s).
5. To provide clinical information as required for input into local and Trust electronic information systems.
6. To be responsible for monitoring, recording and reporting on clinical work and communicating complex clinical information to a variety of recipients e.g. service users, families and carers and other professionals, both verbally and in writing.



7. To demonstrate fidelity to the IFT model.
8. To provide evaluation and research as required by the project board to inform their future commissioning intentions.

2.5 Training and Development

1. To undertake mandatory and statutory training as required by BCT 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).
4. To maintain up to date knowledge of legislation, national and local policies in relation to anti-social behaviour and mental health.
5. To maintain HCPC registration and participate in CDP opportunities as directed by the Head of Service.

2.6. General

1. This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties, which fall within the grade of the job, in discussion with the Head of Service.
2. This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.
3. The post holder is expected to comply with all relevant BCT policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information.
4. This post is subject to the Rehabilitation of Offenders Act 1974 (Exemption Order 1975) and as such it will be necessary for a submission for disclosure to be made to the Criminal Records Bureau to check for previous criminal convictions. The Trust is committed to the fair treatment of its staff, potential staff or users in line with its Equal Opportunities Policy and policy statement on the recruitment of ex-offenders.
5. The post holder 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 post holders consider that a hazard to Health and Safety exists, it is their responsibility to report this to their manager(s).
6. The post holder is expected to comply with the appropriate Code(s) of Conduct associated with this post.



Key Information															
Is a Safeguarding Check needed?	<p>Dropdown Options:</p> <p>Not Required</p> <p>Or</p> <table border="1"><thead><tr><th></th><th>Children</th><th>Adults</th><th>Children and Adults</th></tr></thead><tbody><tr><td>Basic</td><td></td><td></td><td></td></tr><tr><td>Enhanced</td><td>X</td><td></td><td></td></tr></tbody></table>				Children	Adults	Children and Adults	Basic				Enhanced	X		
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Basic															
Enhanced	X														
Will this position have Line Manager Responsibility?	<p>Dropdown Options:</p> <p>Left to work within established guidelines subject to scrutiny by Head of Service.</p> <p><u>Special Conditions</u></p> <ul style="list-style-type: none">This vacancy is exempt from the Rehabilitation of Offenders Act														

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	<ul style="list-style-type: none">Post-graduate doctoral level training in clinical psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS, including specifically models of psychopathology, clinical psychometrics and neuropsychology, two or more



		<p>distinct psychological therapies and lifespan developmental psychology, or a BPS Statement of Equivalence.</p> <p>Or</p> <ul style="list-style-type: none">• Post graduate level qualification in Systemic Therapy and training in Learning Theory and Behaviour Analysis• Training in the supervision of trainee clinical psychologists or equivalent.• Evidence of continuing professional development as recommended by the BPS <p>Desirable</p> <ul style="list-style-type: none">• Undertaken post-doctoral training in one or more relevant additional specialised areas of psychological practice• Other relevant academic qualifications to master's or doctoral level
Experience	AF/I	<ul style="list-style-type: none">• Assessed experience of working as a qualified clinical psychologist or Systemic Therapist for a significant period with experience of working at a highly specialist level• Experience of working with a wide variety of client groups, across the whole life course and presenting with the full range of clinical severity across the full range of care settings including outpatient, community, primary care, in-patient and residential care settings including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal



		<p>abuse and the threat of physical abuse</p> <ul style="list-style-type: none">• Experience of exercising full clinical responsibility for clients' psychological care and treatment, both as a professionally qualified care coordinator and within the context of a multidisciplinary care plan• Experience of the application of psychology in different contexts.• Experience of teaching, training and/or professional and clinical supervision <p>Desirable</p> <ul style="list-style-type: none">• Experience of managing staff• Experience of project management or project implementation• Experience of assessing and treating clients across the full range of care settings• Experience of working across agency boundaries• Experience of representing psychology within the context of multi-disciplinary care.• Experience of working within a multicultural framework
Skills	AF/I	<ul style="list-style-type: none">• Skills in the use of complex methods of psychological assessment, psychological formulation, intervention and management frequently requiring sustained and intense concentration. This requires the use of highly developed analytical and judgement skills• Skills in individual and group work and in programme planning



		<ul style="list-style-type: none">• Planning and organising skills for caseload management• Skills in self-management, including time-management• Well-developed skills in the ability to communicate effectively, orally and in writing, highly technical, and clinically sensitive information, including contentious and highly distressing information, to clients, their families, carers and other professional colleagues both within and outside the NHS• Skills in multi-agency working• Good understanding of other professionals' theoretical perspectives of this client group• Ability to identify, and employ, as appropriate, clinical governance mechanisms, including regular supervision, for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging behaviour• Knowledge of legislation in relation to the client group and its implications for both clinical practice and professional management in relation to the client group• Skills in providing consultation to other professional and non-professional groups• Doctoral level knowledge of research design and methodology, including complex multivariate data analysis as practiced within the field of clinical psychology• Knowledge of legislation in relation to the client group and mental health.
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		<ul style="list-style-type: none">• Formal training in supervision of other psychologists• Advanced keyboard skills• Good organisational skills• Excellent interpersonal and communication skills, enabling formation of networks with professionals within the Trust and from other agencies to promote effective team working with clients <p>Desirable</p> <ul style="list-style-type: none">• Well-developed knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups (e.g. personality disorder, dual diagnoses, people with additional disabilities etc)• Knowledge of the theory and practice of highly specialised psychological therapies and assessment methodologies
Personal	AF	<ul style="list-style-type: none">• Able to contain and work with high levels of distress from clients• Able to contain and work with organisational stress• Interpersonally calm and able to defuse difficult, volatile situations• Able to tolerate ambiguity and to take decisions in situations of incomplete information• 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.• Motivated towards personal and professional development with a strong CPD record



Other	AF	<ul style="list-style-type: none">• Ability to identify, provide, and promote appropriate means of support to carers and staff exposed to highly distressing situations and severely challenging behaviours• Ability to develop and use complex multi-media materials for presentations in public, professional and academic settings.• Able to tolerate prolonged periods of sitting <p>Desirable</p> <p>Personal experience of mental health problems</p>

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.

