

JOB DESCRIPTION
(To be read in conjunction with Person Specification)

aspire

POST:	Systemic Family Therapist
SALARY:	AFC Band 7- 8a (dependent on experience*)
ACCOUNTABLE TO:	Psychological Therapies Lead
RESPONSIBLE FOR:	Trainees, Students, Junior staff
ORGANISATIONAL EXPECTATIONS:	
<p>Community Links aims to provide a high quality customer service adhering to the principles of best practice, promoting equal opportunities and working positively with diversity. Community Links is an ambitious, forward thinking organisation and you must be committed to developing and enhancing the services we provide.</p> <p>The organisation expects all its employees to carry out their duties in a professional manner with a client focus, ensuring that respect and courtesy is shown to them, colleagues, other service providers and all those in contact with the organisation. You are expected to uphold the values and ethos of Community Links at all times.</p>	
OUTLINE OF POST:	
<p>To develop the skills and competence of aspire staff in engaging and working with families in line with the aspire model of family intervention. To further develop the aspire family model and to develop an evidence base for its use with families experiencing early psychosis. To provide consultation and supervision to the service and advise on work with families and significant others.</p> <p>To provide a family therapy clinical service to families and service users of the service based on the aspire family model; providing highly specialist assessment and therapy at the same time as offering advice and consultation on families' and clients' psychological care to non-psychologist colleagues and other health professionals.</p>	
MAIN TASKS <i>*Band 8a responsibilities highlighted in italics:</i>	
1.	To provide family therapy as an autonomous professional at highly specialist level employing methods based upon evidence.
2.	To develop positive, enabling and collaborative relationships with clients and carers working in ways which are sensitive to and appropriate for the needs of families from a wide range of racial, cultural and religious backgrounds. This

	includes abilities to understand and offer therapeutic interventions to a variety of family forms including single parents, same sex couples and their families, extended families and people with mental health difficulties.
3.	To undertake detailed and highly specialist psychological and systemic assessment of clients' and families' needs. This will involve face to face contact with clients and families to discuss and work through highly complex, sensitive and personal information related to their mental health presentation.
4.	To assist in developing responsive and comprehensive support plans for family members of service users.
5.	To work jointly with other team members in the provision of individual and group based programmes, including multi- family workshops.
6.	To participate in multidisciplinary meetings, providing professional advice on individual care programme planning and other clinical matters in collaboration with care co coordinators and other relevant professionals, as necessary.
7.	<i>*As required, lead and chair multidisciplinary meetings.</i>
8.	To prioritise workload to ensure the best use of the post holder's skills and knowledge in meeting the needs of the client group and their families.
9.	To participate in the development and implementation of relevant policies and procedures to ensure a high quality, well governed service.
10.	<i>*To facilitate the training of Trainee Family Therapy students and Trainees from other disciplines.</i>
11.	Promote service user and carer involvement in all aspects of the service.
12.	Work within all relevant health & safety legislation and ensure that the service premises remain safe and secure.
13.	<i>*To line-manage junior members of the Psychological Therapies team, as agreed with the service lead.</i>
14.	To provide other aspire professionals with consultation, supervision, teaching and training, which supports them in working with families, friends and carers
15.	To identify areas of need for the team in terms of family intervention training and to further develop their skills in observing and intervening in family processes and interactions.
16.	<i>*To deliver in-service training workshops and seminars on relevant topics for aspire staff.</i>



17.	To receive and participate in regular clinical supervision from an appropriately qualified clinical supervisor to ensure quality of professional practice.
18.	To engage in professional development within AFT guidelines that ensures that Continuing Professional Development requirements are met and that UKCP/HPC registration requirements are maintained.
19.	To initiate and participate in the on-going evaluation of the aspire family model, including reviews of the different family interventions, so that the effects go beyond individual cases and improve the effective running of that service for young people and/or their families.
20.	To participate in the development and completion of service reviews, audit and research activity, including collecting and recording data, completing data analysis, report writing, and completing research proposals.
21.	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.
22.	To comply with the Professional Codes of Conduct and to be aware of changes in these.
23.	To comply with all relevant 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.
24.	To ensure that client case notes and other information systems are kept to a high standard, in accordance with organisational standards, (as appropriate to the role).
25.	To communicate and present complex information in a clear format, including using a computer, manipulating data, writing reports, and preparing/editing videotapes, for presentation to other professionals.
26.	Keep up-to-date with policies, guidelines, procedures and practices.
27.	Represent Community Links in a knowledgeable and professional manner at all times.
28.	Maintain appropriate professional boundaries at all times.
29.	Identify own training and development needs in conjunction with your line manager and participate in training opportunities as directed.
30.	Partake in Community Links' Personal Development Review system.
Please note this job description is intended to provide a guide to the general duties	



and responsibilities of the role the post holder is expected to adopt a flexible approach to the tasks. It should not be regarded as a contractual document. It will be reviewed regularly and may be varied at the discretion of Community Links.

Review

All job descriptions are intended to be flexible and will be reviewed from time to time. Post holders are expected to be flexible and must be prepared to carry out similar or related tasks, which do not fall within the duties previously outlined, and which can be seen as reasonable in view of the post's specification. The job description should be reviewed and amended in consultation with the post holder.



PERSON SPECIFICATION

Systemic Family Therapist aspire

The person specification should be read in conjunction with the job description. It is used at the short listing and interview stages to decide how suitable each candidate is to take on the role.

Community Links does not necessarily expect that each candidate will fulfil all the criteria listed in the Desirable column but any 'gaps' could form areas for development in the future.

Approach	Essential {insert ✓ where appropriate}	Desirable {insert ✓ where appropriate}	Identified by: A = application form I = interview E – exercise
Demonstrate a commitment and enthusiasm for working with our client group	✓		A, I
Demonstrate understanding and commitment to equal opportunities and diversity	✓		A, I
Demonstrate a commitment to enabling and empowering clients to become actively involved in Community Links	✓		A, I
Able to build and maintain relationships whilst maintaining appropriate professional boundaries	✓		A,I
Demonstrate a willingness to participate in shaping the future of the organisation by taking on responsibilities and projects in addition to core workload	✓		I
Knowledge & Skills	Essential	Desirable	
Post graduate qualification in Family Therapy with appropriate professional registration, such as AFT, UKCP or HCPC (or equivalent core professional qualification)	✓		A
A formal qualification in supervision		✓	A
A good understanding of the principles of the Early intervention in Psychosis approach	✓		I
Ability to work collaboratively with colleagues from a range of professional backgrounds and theoretical perspectives.	✓		I

Ability to understand, relate and respond positively, flexibly and imaginatively to the needs of the client group.	✓		A,I, E
Skills in the use of complex methods of assessment, intervention and management.	✓		A
The ability to communicate effectively, orally and in writing, including report writing.	✓		A,I, E
Skills in providing consultation to other professional and non-professional groups.	✓		A,I
Evidence of continuing professional developments as recommended by appropriate professional body.	✓		A
Ability to motivate, support, direct and develop staff	✓		I
Ability to identify and employ mechanisms of clinical governance, including regular supervision, to support and maintain clinical practice.	✓		I
Good IT skills and ability to use competently a range of Microsoft Office packages (outlook, excel, word)	✓		A
Have access to a car for work purposes and hold a full current UK driving licence	✓		A
Knowledge of legislation in relation to the client group and mental health.		✓	A
Language skills e.g. Urdu, Polish, BSL, etc		✓	A
Experience	Essential	Desirable	
Substantial experience of delivering family therapy within a service as a qualified Family Therapist	✓		A
Experience of exercising full clinical responsibility for clients' psychological care and treatment, both as a professional qualified therapist and also within the context of a multi-disciplinary care plan.	✓		A,I
Experience of teaching, training and/or professional and clinical supervision	✓ Band 8	✓ Band 7	A,I
Experience of working with young people and clients with mental health needs.	✓		A
Experience evaluating clinical practice, and participating in research and clinical audits		✓	A