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Description automatically generatedRole Profile**

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| **Role Title** | Therapist/ Counsellor |
| **Reference Number** | RP200 |
| **Cluster** | Occupational Therapy |
| **Zone of Work** | Managers and Experts |
| **Job Category** | Health, Wellbeing and Care |
| **Grade** | 11 |

**Role Purpose**

To provide a professional psychology service, providing Systemic Therapy sessions to children and families during and after assessment processes to ensure the best outcomes for children and their care.

**Accountabilities**

* Gather information and provide psychological assessments for families who come under the reunification umbrella in order to promote systemic thinking and practice within the service.
* Recommend appropriate strategies, to support social workers as they carry out their statutory duties and responsibilities to deliver the key priorities of the reunification plan.
* Undertake and chair network meetings throughout the process of reunification to ensure appropriate governance and adoption of systemic practice.
* Ensure that there is a systemic perspective at the centre of the reunification assessments to ensure that this is observed in case recording, assessments and plans.
* Provide regular Family Therapy sessions during and after the assessment process to embed systemic therapeutic practice.
* Obtain feedback from families at regular intervals to incorporate their views into improving service provision, and to ensure that their needs are met.
* Establish and maintain effective working relationships and networks with other professionals, internal and external to the service area, to facilitate cross-service initiatives.
* Maintain accurate and up-to-date casework and supervision records so that information is accessible and able to be used in service evaluations.
* Participate and contribute to a range of continuing professional development activities to ensure services delivered are high quality and professional.

**Knowledge / Skills / Experience required**

* Degree in Psychology.
* Post-graduate degree (Masters or Doctoral level) in Systemic and Family Psychotherapy.
* Registered with the UK Council for Psychotherapy as a Family and Systemic Psychotherapist.
* Knowledge in how to work with individuals, couples, whole families and whole families – using systemic approach.
* Thorough knowledge and placement hours of Systemic and Family Psychotherapy.
* Experience of working in the arena of safeguarding and managing complex cases.
* Knowledge of relevant legislation across Children's Services.
* Experience of partnership working.
* Ability to advise and communicate clearly with a range of stakeholders, professionals, and parents/carers using tact and sensitivity.

**Dimensions of role**

* This role does not have any supervisory or management requirements.
* This role does not manage a budget.
* Planning will typically be over days, weeks and months, with a need to manage an individual caseload.

**Working Conditions**

* The role does not have any physical demands that have a material impact on the nature of the role.
* The role does not have any environmental demands that have a material impact on the nature of the role.
* The role needs to maintain a high level of vigilance / alertness / concentration for extended periods of time in the face of a high level of distraction and challenging environment to ensure accuracy and safety where there are distinct/considerable safety risks to self and others.
* The role has a frequent requirement to handle challenging and confrontational behaviour, as well as frequent exposure to traumatic/distressing situations that are mostly experienced or witnessed indirectly.

**Values and Behaviour Framework**

The Values are underpinned by a set of behaviours for all staff, managers, and leaders. These Values and Behaviours are used to support and inform our recruitment decisions, staff development and organisational behaviour.

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| A blue square with a check mark and a check mark  Description automatically generated | We are bold in our approach, set aspirational goals for ourselves and create innovative solutions to tackle problems and adapt to changing circumstances. This value demonstrates that we are proactive, take action and deliver outcomes which improve people's lives. |
| A purple rectangular sign with a light bulb and text  Description automatically generated | We empower our staff and the people of Bath and North East Somerset so that they have the confidence and ability to find solutions for themselves and others. This value demonstrates how we develop our staff so that they are knowledgeable, are trusted to make decisions, able to challenge us and have the authority to be enablers. |
| A red rectangular sign with white handshake  Description automatically generated | We are supportive and work together to build trusting relationships. Our staff give help and encouragement to the people of Bath and North East Somerset and each other. This value describes how we are curious, collaborative and care for each other, our residents and the environment. |
| A green rectangular sign with white text  Description automatically generated | We are transparent, honest and accountable. This value demonstrates that we act with integrity, are open to criticism, are honest about our mistakes and want to improve and do better so that we deliver on our promises. |