

Dear Applicant,

Thank you for your interest in our vacancy of Practice Development Manager (Resilient Therapy – CAMHS). Below and attached you will find more information about Boingboing, the Resilience Revolution and this specific post.

The role has been secured at a time of significant development within the wider Resilience Revolution in Blackpool. We believe this role is unique and is an excellent opportunity for an experienced mental health professional with a keen interest in improving systems and practice within Child and Adolescent Mental Health Services (CAMHS). It requires both strategic acumen, and practice authority, to work alongside strategic leads, practitioners, parents, carers and young people to embed the principles of our evidence-based approach known as Resilient Therapy (RT).

A specific Job Description and Person Specification for the post is attached. If you do not meet all the essential criteria for this post but like the sound of our organisation and have a specific interest in some of the areas of the work described in the job description, we encourage you to send a letter to us explaining your areas of interest and we can keep your details on file for future recruitment or volunteering opportunities.

To apply please fill in the application form and equal opportunities monitoring form and return by email to Caroline Beswick, Development Manager (caroline@boingboing.org.uk) by **12noon on Monday 15th July 2019**. We anticipate interviews will be held in Blackpool on Friday 2nd August 2019.

Should you have any questions about the application process, please email Caroline on the details above. We hope, that on reading more about our work, you are energised and inspired to apply to join us.

Professor Angie Hart
Chair of Directors
Boingboing Resilience Community Interest Company

ABOUT BOINGBOING

There is a wealth of information available about Boingboing, our work and research activity on our website and twitter;

- www.boingboing.org.uk
- www.brighton.ac.uk/crsj
- @bb_resilience (twitter)

In summary, Boingboing brings together a diverse range of people from a wide range of backgrounds. Our staff, volunteers and supporters come from all walks of life – young people, academics, practitioners, vulnerable adults, parents and carers. We co-design, co-produce and co-deliver everything we do. We focus on resilience with a strong social justice emphasis, which means we seek to tackle disadvantage and bring genuine change to people's lives around the world.

The journey to establish Boingboing began in 2005, when Professor Angie Hart, Dr Derek Blincow and Helen Thomas undertook a scholarly literature review of the resilience research base to better understand why children facing similar difficulties and ongoing social disadvantage did better than others. This curiosity was based on their experiences as professionals operating within a CAMH services, and as parents and carers raising children with multiple and complex needs. Combining this learning and insight with the knowledge and experience of young people, parents, carers and community groups, it became quickly apparent that there were great opportunities for working together to co-produce practical tools and approaches to better address and respond to some of the challenges facing our children and young people.

The complexity of this work is brought together within an approach called Resilient Therapy (RT), which goes beyond an individualised definition of resilience, and advocates a systems-based, social ecological perspective. In 2010, Boingboing was formally established (as a not-for-profit Community Interest Company (CIC)), to provide a vehicle through which we continue to collaborate, alongside colleagues at the University of Brighton's Centre of Resilience for Social Justice (CRSJ), in order to maximise the impact of this shared endeavour.

We have co-produced many toolkits, resources and practice approaches that build on the foundation of RT, and the strengths based visual tool known as the Resilience Framework.

ABOUT THE RESILIENCE REVOLUTION

You can find out heaps about the world first Resilience Revolution in the following places:

- <https://www.boingboing.org.uk/resilience-revolution-blackpool-headstart/>
- https://www.youtube.com/channel/UCgW4b98BSpp0a7wh2_h6nCQ
- @HSBLACKPOOL (twitter)

In summary, Blackpool's young people are co-leading the 'Resilience Revolution'; a world first whole town approach to addressing the inequalities that impact on young people in relation to their mental health. Funded by the National Lottery Community Fund Headstart programme, Blackpool's young people and their adult supporters have adopted the Boingboing resilience approach (called Resilient Therapy (RT)) as the catalyst and foundation for their revolution. The RT approach is rooted in social justice thinking which means it not only recognises the impact of inequalities on people's lives, but supports people to make resilient moves for themselves and others to address these inequalities. This distinction between taking an individual approach and a systems one is essential to supporting children's wellbeing. The connection between increased social deprivation and a family's involvement with services is well documented, including the terrible impact of poverty on children's mental health and wellbeing.

As a town that ranks as one of the most deprived in England, Blackpool young people and their supporters are taking a systems approach. Through applying what we call an 'inequalities imagination', which means there is an understanding of how inequalities impact on people's lives, action is taken alongside the community to level out the playing field. In this way we address individual challenges and tackle the wider context of adversity that the town's children and young people face. This is captured within our working definition of resilience which is to "beat the odds whilst also change the odds".

The Resilience Revolution is underpinned by 7 'fundamentals':

- Co-production
- Whole System Change
- Social Justice
- Asset Based
- One Approach One Language
- Research & Evaluation
- Brave & Innovative

ABOUT THIS POST

A detailed Job Description is attached to this pack and we encourage you to pay attention to the detail and the tone we have attempted to convey. We have called this role 'Practice Development Manager'; what we mean by this is a role that will have a firm focus on supporting and shaping practice, as well as demonstrate leadership in championing and creating systems that enable effective practice. The role requires someone who can harness the expertise and wisdom of all those involved with Blackpool Child and Adolescent Mental Health Service (CAMHS), and align this within a policy and legislative system seeking to embed the Resilient Therapy (RT) approach.

The role will contribute significantly to the town wide Resilience Revolution with a particular focus on CAMHS. We have similar roles operating within Children's Social Care and Education settings, alongside a developing network of community partners. This is an exciting time to be joining the Revolution, as we seek to build on the momentum within the town.

Salary scale: Up to £60,000 per annum plus employer pension contribution of 5%. We believe the role befits a full-time position but are keen to secure the right person and as such are willing to consider a range of options including part-time / job share / secondment.

Location: the role is based in Blackpool and as our approach is rooted in community development principles, we believe it is important to have a physical presence within the Blackpool community. We are however a pragmatic bunch, and in securing the right person for the role, will be flexible about what this looks like on a day to day basis.

Boingboing is an international organisation that has its origins in Brighton connected to the University of Brighton's Centre of Resilience for Social Justice. The post holder will have the opportunity to become an associate member of this university centre. There will also be opportunities to travel to collaborate with colleagues in Brighton, as well as attend national and international conferences to share the work of the Resilience Revolution.

The team: as outlined earlier, we are a mixed bag of people – academics, parents, young people, practitioners, managers, policy makers and service users – who find the idea of resilience useful in our lives and in our work. This particular role will be line managed by our founder and Chair of Directors (voluntary role) Professor Angie Hart, and will be

supported, where relevant depending on disciplinary background, by a number of team members with particular background in mental health services including:

- **Professor Angie Hart:** Chair of the Board and Director of Boingboing. Professor of Child, Family and Community Health at the University of Brighton and the Director of the Centre of Resilience for Social Justice. Angie co-created RT with Derek Blincow, Helen Thomas and Brighton-based families. Angie is an adoptive parent of three children with complex needs and has CAMHS and other mental health practitioner experience as a trained Psychotherapist. Angie fulfils a strategic consultancy role to the broader Resilience Revolution programme.
- **Dr Derek Blincow: Psychiatrist**
Derek has worked for almost thirty years as a child psychiatrist with families and children who struggle with marked disadvantaged circumstances. In addition to his experience as an NHS Consultant with CAMHS, Derek has acted as an External Professional Advisor to the UK Health Ombudsman and is an Expert Witness to the Family Courts. As co-author of the RT approach, Derek is very well placed to provide expertise in practicing RT within clinical and community settings.
- **Dr Claire Stubbs: Psychological therapist and Senior Trainer**
Claire is a practicing counselling psychologist and psychotherapist and has extensive experience of both working in a therapeutic role directly with young people, as well creating and delivering RT training to varied audiences, including professions. For the Resilience Revolution, she led on coaching and supervising practitioners working with young people's most challenging mental health issues.

This contract will be supported by the wider Boingboing team, especially:

Caroline Beswick: Boingboing Development Manager – based in Blackpool

Caroline is an integral part of the Resilience Revolution and is leading the integration of RT into local community organisations. Caroline is a qualified Youth and Community Worker and registered Social Worker. Caroline has established a diverse network of partners within the community, health, education and social care sectors across Blackpool, and will offer a conduit through which the development work within CAMHS, can be positioned within the broader Resilience Revolution.

Lisa Buttery: Assistant Trainer

As an expert by experience in relation to mental health, this Boingboing staff member will co-deliver training where relevant, drawing on her own personal experiences and that of her peers.

Joining our team; so, if you've read this far, we're assuming you share our passion for co-produced resilient responses that aim to help the most vulnerable adults, young people and their parents and carers. You are interested in the mental health profession, but not too precious about your professional identity, yet can manage to be impeccably professional. You would like to work alongside practical academics with opportunities for personal development provided within a friendly local council and university environment. You want to help Blackpool children and young people realise their amazing potential. You are very well-organised and are a can-do kind of person who makes things happen.

If you can say yes to all of these, and have the experience, knowledge and skills set out in the Job Description, then we look forward to receiving your application to join the team.

We have tried to give you enough of a flavour of the role within this pack, but please do visit the links suggested and read the attached Research in Practice briefing paper which gives an overview of our approach.