

Boingboing Job Description and Person Specification



Role:	Practice Development Manager (Resilient Therapy - CAMHS)
Reports To:	Chair of Directors - Boingboing
Location:	Blackpool
Hours:	Negotiable – 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
Salary scale:	Up to £60,000 pro rata plus employer pension contribution of 5%
Contract Length:	Fixed term 24 months ending no later than 31st August 2021, secondments welcome
DBS Status:	Enhanced check with a Children's Barred List check

Purpose of role

This role requires both a strategic and practice focus on supporting Blackpool Child and Adolescent Mental Health Service (**CAMHS**) to embed and develop practice in line with the Resilient Therapy (**RT**) approach. The role will contribute significantly to the town wide Resilience Revolution, which seeks to make Blackpool a more resilient town for young people to grow up and thrive in. In particular, the role will:

- model and apply co-productive practice principles to ensure the knowledge, expertise and voice of all stakeholders within CAMHS services is recognised, valued and heard, working with strategic leaders, commissioners and partners to align the policy and practice principles of the CAMHS mental health offer to children, young people and families with the RT approach
- facilitate learning opportunities using a range of approaches (for example training days, Community of Practice, consultancy and/or supervisory activity) to support clinicians, practitioners and commissioners to gain a deep understanding of RT and how young people and their families can benefit from this approach
- support practitioners across the CAMHS workforce to develop the knowledge, skills and confidence to implement systems and practices that utilise RT as part of their core therapeutic offer
- provide a strategic and practice bridge between CAMHS and the wider Resilience Revolution partners including HeadStart, children, young people, families, health, education, social care and wider community services, focusing on mental health and well-being
- champion the development of an embedded therapeutic approach within CAMHS, that challenges social inequalities and promotes social justice for children, young people and families within Blackpool
- work with CAMHS staff and commissioners to articulate the role of RT in relation to the CAMHS Transformation Plan and other relevant local initiatives.

Main Duties and Responsibilities

- To work co-productively with strategic and practice CAMHS networks (including children, young people and families) to develop a delivery plan for the integration of RT into the CAMHS service model in Blackpool
- To develop and deliver a range of learning opportunities that support the integration of RT across the CAMHS workforce, ensuring an RT spine runs through strategic and operational systems and practice
- To offer practice support and guidance and co-produce high quality tools and resource that enable CAMHS practitioners to confidently utilise and embed RT within their therapeutic offer
- Working alongside existing and established forums, further develop opportunities for all stakeholder to work co-productively to shape and develop the integration of RT into the service
- Provide professional, reflective supervision and support to CAMHS practitioners in accordance with RT principles and with a particular emphasis on the integration of RT
- To effectively use data and performance management information to improve RT practice and good practice within wider mental health services
- Contribute to the evaluation and analysis of recording and the use of information systems to inform good practice and maintain a focus on positive outcomes for children, young people and their families
- Promote and lead engagement with colleagues and a range of organisations to evaluate and analyse the needs of children, young people and families in order to promote positive outcomes and independence

- Promote a safe, supportive and collaborative learning environment that appreciates the challenges of integrating a new approach
- Develop and maintain a local presence within appropriate forums that advocates for an approach to mental health that is embedded within the community and challenges social inequalities and promotes social justice, such as RT
- Maintain an awareness of up to date research and development pertaining to advances in Child and Adolescent Mental Health Issues
- Maintain accurate, up to date records safely and confidentially in accordance with Blackpool Council's policies and procedures
- Undertake some direct work with young people and/or parents/carers, including group work potentially, as appropriate to the role.

PERSON SPECIFICATION

Qualifications	Essential (E) or Desirable (D)	E/D
Professional Qualification in relevant mental health specialism for example Clinical, Counselling or Educational Psychology, Psychiatry, Psychotherapy, Nursing, Social Work, Family Therapy, Occupational Therapy		E
Registration with professional body, where appropriate (HCPC, BPS, GMC, NMC etc)		E
Evidence of clinical training in a field relevant to the post, e.g. brief psychotherapy, solution focused approaches, trauma therapy, cognitive behaviour therapy, motivational interviewing and/or systemic work		E

Knowledge	Essential (E) or Desirable (D)	E/D
Knowledge and awareness of mental health difficulties and their impact on children and families, particularly where there are multifaceted needs, including substance misuse, domestic abuse and poor emotional wellbeing		E
An excellent grasp of the issues facing disadvantaged communities and individuals, and knowledge of the social determinants of health and how to challenge them in practice		E
Knowledge of the resilience literature base including Resilient Therapy (RT), and how young people and their families can benefit from this approach		D
Working knowledge of the national and local policy landscape and legislative context regarding both children and mental health		E
Substantial knowledge of managing risks and promoting positive outcomes for children and their families		E
Understanding of the application of psychological and other theories relating to a multi-cultural and socially diverse population		E
Knowledge of the complexities and dynamics, both strategic and operational, of working within multi / inter-disciplinary teams and within multiple funding portfolios		E
Competent IT skills and the ability to navigate around various systems and software packages		E

Skills	Essential (E) or Desirable (D)	E/D
Ability to respectfully work alongside and communicate effectively with children, young people and families eliciting the voice of the child and family and ensuring it is at the forefront of all practice		E
Ability to motivate and develop others across professional and organisational boundaries		E
Ability to present and communicate effectively across a range of audiences including young people, families, practitioners, managers, commissioners and policy makers		E

Ability to work in partnership with agencies and community partners	E
Ability to work as part of a team and also to work independently and achieve timely outcomes	E
Ability to influence culture change, and in particular to provide vision and leadership in order to integrate RT into an existing CAMHS model	E
Ability to identify issues, think creatively and to identify solutions to complex problems	E
Ability to meet and embed a culture of high support, high challenge with an emphasis on good practice development	E
Ability to model good practice and be able to meet deadlines and display organisational skills	E
Ability to implement Boingboing Equal Opportunities, Confidentiality, Safeguarding, Health & Safety and other policies	E
Ability to undertake some travel away from home overnight and some evening and weekend work as necessary	D

Experience	Essential (E) or Desirable (D)	E/D
Significant level of experience of working with children and families, including therapeutic work with children's mental health needs		E
Significant level of experience working in CAMHS or a CAMHS-related field within both an operational and strategic context		E
Experience of change management		E
Substantial experience of strengths-based practice, including participatory practice with children, young people and families		E
Significant experience of planning and facilitating learning opportunities and group work to a range of audiences in a variety of ways and on sensitive issues		E
Experience of working using co-productive practices		D
Substantial experience of collaborative working with partner agencies, understanding professional roles and responsibilities and planning best outcomes for children and young people.		E
Substantial experience of delivering or overseeing evidence-based programmes		E
Substantial experience of supporting the development of staff		E