



Title of job: Lead Clinician (CAMHS early help) Herts

Salary: £32,029 - £33,799 per annum (pro rata), depending on experience

Location: Hybrid working from home and across Hertfordshire

Hours: 7.5 hours (1 day) per week to be worked flexibly. You may have to work early mornings, evenings and weekends to accommodate the family's needs and commitments, such as work and school hours.

Contract: 2 year fixed term in the first instance

Reports to: Clinical Supervisor and CEO

Company information:

NESSIE IN ED CIC aims to support for children and young people's emotional and mental health by providing a range of therapeutic services; being based in educational settings; supporting families; supporting staff and linking closely with other services and the national agenda.

We are a people first, not for profit organisation who values diversity.

Job purpose

This job has arisen due to increasing concern about children and young people's (CYP) mental health across Hertfordshire as a result of the pandemic. The role will draw on your clinical knowledge to support a specialist Family Support Worker (CAMHS early help) with the safe delivery of a strategy of practical help, emotional and mental health support and training workshops for families of children and young people who self-harm in the region.

Early Help Parenting Support Service

The Service will deliver a range of support, signposting and workshops to parents/Carers of CYP who are experiencing difficulties with their emotional wellbeing and mental health. The Service will cover relevant topics and will enable parents to:

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- Support their CYP with strategies and guidance around their emotional wellbeing whilst they are waiting to access and during a period of support within emotional wellbeing and mental health services
- Recognise Hidden Harm e.g., parental anxiety that may be impacting the CYP's wellbeing
- Spot the signs of a deterioration in emotional wellbeing in their CYP
- Supportive the development and strengthening of resilience within their CYP and wider family

Main duties and responsibilities

Your role will be to draw on your clinical knowledge to support the Specialist Family Support Worker (FSW) with the safe running of a strategy to:

- Provide regular training workshops
- Support parents' wellbeing and mental health
- Reduce stigma to parents who have children who self-harm
- Reduce parental anxiety
- Provide telephone advice and signposting
- Provide face to face advice
- Provide support while on the waiting list for CAMHS

Your duties will include:

- Supporting the FSW with evaluating and assessing caseload needs and monitoring progress.
- Overseeing complex cases including completing assessments of those families' needs to identify and planning the support needed and undertaking regular caseload review meetings with individuals and families during home and community visits to ensure they're fully supported to progress and achieve desired outcomes.
- Providing 1-1 family therapy for complex cases
- Supporting the FSW with developing and leading the training of specialist parent / carer workshops and running support groups where needed i.e. for siblings
- Supporting the FSW with coaching, mentoring and motivating families to understand the benefits of relevant activities

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- Working in partnership with local commissioned and voluntary sector services, colleagues, and other health and social care professionals and multi-agency networks
- Managing your own workload, administration and diary commitments
- Maintaining accurate and up-to-date administration and caseload records, including reports of all interactions

General:

- To contribute to the development of best practice within the service.
- To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to Mental Health and Primary Care Services.
- All employees have a duty and responsibility for their own health and safety and the health of safety of colleagues, patients and the general public.
- All employees have a responsibility and a legal obligation to ensure that information processed for both patients and staff is kept accurate, confidential, secure and in line with the Data Protection Act (1998) and Security and Confidentiality Policies.
- It is the responsibility of all staff that they do not abuse their official position for personal gain, to seek advantage of further private business or other interests in the course of their official duties.
- It will be the duty of every employee while at work to take reasonable care for the health and safety of themselves and of other people who may be affected by their acts or omissions at work

What to expect from this role

- Your work will usually be split between the office, home working, attending meetings, organising your workload, typing reports and updating caseload activities, and the family's home.
- The role can be emotionally draining as you could be dealing with sensitive and traumatic issues. In some cases, the family may not be ready to engage with you, and therefore not all interactions will have a positive outcome. However, enabling families to overcome wide-ranging challenges and difficult situations means that your role can be extremely varied and highly rewarding.
- You will need a driving license and your own vehicle

The duties and responsibilities listed above describe the post as it is at present. The post holder is expected to accept any reasonable alterations that may from time to time be necessary.

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Knowledge, experience, and training

Equal opportunities

- Demonstrate a commitment to equal opportunities and anti-discriminatory practice.

Qualifications

- An MA in Drama, Music or Art Therapy or a Counselling Diploma
- Safeguarding level 2
- Prevent training
- A Supervision Diploma (desirable)

Work experience

- Registered Therapist / Counsellor
- A minimum of two years' post qualifying experience
- Relevant lived experience (desirable)
- Supporting families and children in community or educational settings

Skills

You'll need to demonstrate that you have:

- Positive open attitude
- Passionate about increasing access to support
- Child centred
- Good time management
- Flexible and adaptable
- A team worker
- Comfortable facilitating training
- Ability to support professionals through forums
- A strong foundation of knowledge in Mental Health
- A strong ethical and safeguarding awareness
- An ability to form positive working relationships
- A full driving license
- An interest in research (desirable)

Professional development

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NESSie is committed to supporting their staff with ongoing learning, development and career development. You will usually take regular or further training relating to:

- Policy and legal frameworks and procedures (including data protection and confidentiality)
- Child protection and safeguarding
- assessment methods
- Equality and diversity
- Self-harm and suicide risk prevention.
- Mental health support
- Neurodiversity
- Safeguarding

You'll need to attend in-house and online training sessions to maintain your professional knowledge and skills. You will also undergo regular supervision.

Criminal Records Bureau

This post is classed as having a high degree of contact with children or vulnerable adults and is exempt from the Rehabilitation of Offenders Act 1974. An enhanced disclosure will be sought through the Criminal Records Bureau as part of Hertfordshire County Council's pre-employment checks. If you are invited to an interview, you will receive more information.

Probation

There will be a three-month probationary period when the appointment will be reviewed by a panel drawn from the Board.

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Person Specification

Criteria:	Description	Essential or Desirable
Experience:	Registered Arts Therapist / Counsellor	Essential
	2 years post qualifying experience	Essential
Behaviours / skills:	Positive open attitude	Essential
	Passionate about increasing access to support	Essential
	Child centred	Essential
	Good time management	Essential
	Flexible and adaptable	Essential
	A team worker	Essential
	Comfortable facilitating training	Essential
	Ability to support professionals through forums	Essential
	A strong foundation of knowledge in Mental Health	Essential
	A strong ethical and safeguarding awareness	Essential
	An ability to form positive working relationships	Essential
	An interest in research	Desirable
Full clean driving licence	Essential	

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Qualifications:	MA in Drama, Music or Art Therapy or counselling diploma	Essential
	Supervision Diploma	Desirable
	Safeguarding level 2	Essential
	Prevent	Essential

How to apply

We are committed to equality and diversity and welcome applications from any individual who meets the job description and is interested in joining our organisation.

Please complete the online [Nessie Application Form](#) and attach a CV and cover letter outlining how your experience meets the requirements of the above Job Description and Person Specification by 5pm on Friday 31st March 2023. If you would like to have an informal discussion about the role, please email our CEO at rlambie@nessieined.com

- Application closing date: Friday 31st March 2023
- Invitation for interview: You will hear if you have been shortlisted for interview by 5pm on Tuesday 4th April 2023
- Interviews for successful applicants will be held on Thursday 13th April and Friday 14th April 2023

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