

## Kent County Council

### Job Description: *Senior Therapist*

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**Directorate:** Children, Young People and Education  
**Unit/Section:** Adoption Partnership  
**Grade:** KR11  
**Responsible to:** Team Manager

#### **Purpose of the Job:**

- To work with colleagues across the Adoption Partnership, the Local Authorities within the Partnership and other stakeholders including adopters to develop and provide an excellent adoption support service for the Regional Adoption Agency.
- To provide a child-centered, outcome-focused, adoption support service.
- To provide specialist advice to colleagues where therapeutic input is needed for children who have been adopted.

#### **Main duties and responsibilities:**

- To provide specialist evidence-based intervention for children and adoptive parents both pre- and post-adoption order, drawing on innovative ways of engagement and intervention.
- To manage the progression of complex cases within the parameters of agreed policies, procedures, and framework for delivering support, including timely intervention, resolution and case closure or transfer.
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- Interpret and integrate complex and sometimes conflicting clinical information drawn upon from a variety of sources involved in the child's care (professionals, children, families). using this information to create an understanding of the presenting difficulties and a clear treatment plan.
- Represent the RAA in a professional and competent manner, especially when making representations, with families, or with other agencies.
- To assist in the integration and development of user participation, outcomes measures, and evidence-based treatment approaches in line with the wider strategy for service improvement
- To facilitate joint consultations with Adoption Partnership staff and other professionals to enhance their trauma informed practice with children and adopters

- To contribute to the development of the knowledge and skills of the Adoption Partnership service
- To facilitate parenting, training programmes/seminars and structured support groups
- To provide specialist knowledge and advice to the service and other multi-agency professionals that helps them better understand the diverse experiences the children and young people have that we work with and support.
- To ensure that safeguarding, service and human resources policies and procedures are adhered to.
- To develop skills in the area of professional, training, consultation and maintain, through active participation in internal and external CPD training and development programmes, in consultation with the postholder's line manager.

Footnote: This job description is provided to assist the job holder to know what their main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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### Person Specification: *Senior Therapist*

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The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	<b>CRITERIA</b>
<b>QUALIFICATIONS</b>	<p>Education to a degree level and or equivalent professional qualification.</p> <p>Therapeutic qualification providing registration with one of the following registering bodies:</p> <ul style="list-style-type: none"> <li>• United Kingdom Council for Psychotherapy (UKCP)</li> <li>• Health &amp; Care Professions Council (HCPC) – as a practitioner psychologist</li> <li>• Equivalent</li> </ul> <p>Qualifications in therapeutic models and theories (and the application of these) relevant to children, adolescents, and families such as: systemic theory, attachment theory, models of developmental trauma, dyadic developmental psychotherapy (DDP) cognitive behavioural approaches (CBT, CFT, CAT etc)</p> <p>Relevant professional development.</p>
<b>EXPERIENCE</b>	<p>Experience working with children, adolescents, and families in a clinical or therapeutic setting.</p> <p>Experience of providing therapeutic interventions with parents, children, and families, in particular those who have experienced developmental trauma and loss</p> <p>Experience in working in different modalities including individual work, parent work, family work and group work.</p> <p>Experience in working with children with neurodevelopmental presentations and their families.</p> <p>Experience of consulting with the wider multi-disciplinary professional network around the child and family.</p> <p>Experience of working jointly with key partners in the statutory, private, and voluntary sectors.</p>
<b>KNOWLEDGE</b>	<p>Excellent knowledge and understanding of psychological models and theories relating to child development including developmental</p>

	<p>trauma, loss, attachment disruption and neurodevelopmental issues such as ADHD, autism spectrum conditions, learning disabilities and foetal alcohol syndrome.</p> <p>Knowledge of the importance of the child and family's diverse cultures, faiths, abilities, identities, and experiences in helping to understand the situation from their perspective to inform the best practice approach and support for the child and family.</p> <p>Knowledge of confidentiality and GDPR legislation.</p> <p>Knowledge of safeguarding and mental health risks and an awareness of the importance to refer/alert relevant agencies.</p> <p>Knowledge of implementing treatment plans based on relevant psychological theory for the formal psychological treatment of adopted children who have experienced developmental trauma, disrupted attachments, and may also have neurodevelopmental presentations.</p>
<p><b>SKILLS AND ABILITIES</b></p>	<p>Excellent organizational skills, and the ability to prioritize work</p> <p>Ability to record case progression and to produce reports of a high quality</p> <p>Have a good understanding of and ability to use IT systems</p> <p>Ability to interpret and integrate complex and sometimes conflicting clinical information drawn upon from a variety of sources involved in the child's care (professionals, children, families).</p> <p>Ability to evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family or group.</p> <p>To exercise autonomous professional responsibility for the assessment, treatment, and discharge of clients whose problems are managed by psychologically based standard care plans.</p>

<p><b>BEHAVIOURS</b></p>	<p>A belief in the right to family life for all children, and a belief that adoption provides better chances for children who are not able to live with their birth families.</p> <p>A commitment to children’s rights and participation</p> <p>A commitment to promoting equal opportunities and to achieving anti-discriminatory practice in all aspects of work.</p> <p>A commitment to providing high quality professional service and to contributing to the continuous development of the team.</p> <p>A commitment to ensuring that Adoption Partnership are viewed as committed, professional, respectful, dynamic and credible in all it does, and that the wellbeing of the child sits at the heart its work.</p> <p>A belief in the right to family life for all children, and a belief that adoption provides better chances for children who are not able to live with their birth families.</p> <p>A commitment to children’s rights and participation</p> <p>A commitment to promoting equal opportunities and to achieving anti-discriminatory practice in all aspects of work.</p> <p>A commitment to providing high quality professional service and to contributing to the continuous development of the team.</p> <p>A commitment to ensuring that Adoption Partnership are viewed as committed, professional, respectful, dynamic, and credible in all it does, and that the wellbeing of the child sits at the heart its work.</p>
<p><b>KENT VALUES AND CULTURAL ATTRIBUTES</b></p>	<p><b>Kent Values:</b></p> <ul style="list-style-type: none"> <li>• We are <b>brave</b>. We do the right thing, we accept and offer challenge</li> <li>• We are <b>curious</b> to innovate and improve</li> <li>• We are <b>compassionate</b>, understanding and respectful to all</li> <li>• We are <b>strong together</b> by sharing knowledge</li> <li>• We are all <b>responsible</b> for the difference we make</li> </ul> <p>Our values enable us to build a culture that is:</p> <p><b>Flexible/agile</b> - willing to take (calculated) risks and want people that are flexible and agile</p> <p><b>Curious</b> - constantly learning and evolving</p> <p><b>Compassionate and Inclusive</b> - compassionate, understanding and respectful to all</p>

	<p><b>Working Together</b> - building and delivering for the best interests of Kent</p> <p><b>Empowering</b> - Our people take accountability for their decisions and actions</p> <p><b>Externally Focused</b> - Residents, families and communities at the heart of decision making</p>
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