

Kent County Council

Job Description: *Mental Health Specialist – Integrated Children's Services, Family Drug and Alcohol Court (FDAC) team*

Directorate:	Integrated Children Services
Unit/Section:	Children, Young People and Education
Grade:	KR10
Responsible to:	FDAC Service Manager

Purpose of the Job:

Kent County Council (KCC) is committed to making Kent a county that works for all children. As part of this commitment the Family , Drug and Alcohol Court is being developed to help families where children are put at risk by parental substance misuse, mental ill health and domestic abuse with the emphasis to provide a bespoke problem solving approach to promote parental and family recovery.

The purpose of this role is to provide expertise, assessment and support to families where mental health is prevalent and who require the specialist interventions. The post is part of a multi-disciplinary team providing assessments and support to families.

Main duties and responsibilities:

- To be an active member of the multi-disciplinary FDAC team in developing joint working approaches to meet the referred family's needs. Providing a comprehensive multidisciplinary assessment on the mental health of an adult, child or young person's life and to work with the FDAC team to identify needs and plan and carry out a package of intervention/treatment to meet those needs.
- Proactively provide consultation, information & advice, and provide court reports regarding specific families on issues relating to their mental health to support the FDAC model. You will also be required to attend court.
- To provide a range of interventions to reduce and support a person's mental health, from advice, information, counselling, cognitive behavioural therapy, motivational interviewing, EMDR and other forms of supportive therapy with parents who are working with the FDAC Team.
- Actively participate in various team meetings, as well as multi-agency meetings to generate and share intervention plans for each family, prioritising the needs of the child's(ren). This will include supporting the development of pathways into these agencies and share learning and adoption of best practice in relation to evidence-based approaches to working with adults with complex problems.
- To undertake assessments and clinical work in community-based settings or family's homes as appropriate. This will often necessitate autonomous work, within the context of multidisciplinary teamwork. To develop positive working relationships and advocate for parents and families within a wide range of statutory and voluntary organisations.

- To regularly review recovery plans with service users and ensure that goals are SMART and cover all relevant domains of treatment. To ensure that all activity and information is recorded in a timely manner on the Kent system, within time frames specified
- To maintain a high standard of record keeping for internal and external use and maintaining good communications with referrers and other professionals involved. In line with KCC policies and in keeping with GDPR and data protection regulations.
- To be involved in the development and monitoring of standards of care, research and outcomes to enhance and develop good practice within the FDAC team. Proactively keeping up to date on developments and research in Mental Health and attend the appropriate training and development programmes
- To support the planning and implementation and development of systems for the evaluation, monitoring of the service offered by the FDAC Team and actively participate in regular reviews to enable continual improvement of the service.
- Up to date registration with the relevant professional body required.

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

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.

QUALIFICATIONS	Nursing Qualification RMN/ RGN Or/ and Social Work Qualification and registration with the appropriate professional body Or/and Relevant professional qualification / accreditation in either a psychological, counselling or therapeutic field
EXPERIENCE	Experience of working within a partnership/multi-agency setting Experience in working in mental health and delivering recovery/harm reducing focused interventions for relevant areas including: <ul style="list-style-type: none">• Experience of sensitively assessing and responding to the needs of families with complex emotional and mental health needs.• Experience of working with parents where child protection issues are a key factor and evidence of up to date knowledge of child protection best practise• Experience of assessment and management of risk. Conducting comprehensive assessments and care planning. Established experience of presenting ideas and information to large and disparate groups of professionals, organisations and service users Evidence of continuing personal and professional development Experience of working autonomously in the community

SKILLS AND ABILITIES	<p>Strong persuasive and negotiation skills to engage and work with a range of partners, where they may be barriers to understanding or resistance to change</p> <p>Ability to build relationships across organisational and professional boundaries and to work collaboratively with external agencies Ability to analyse, problem solve and motivate others</p> <p>Ability to work effectively as part of a team.</p> <p>Ability to build and maintain positive and respectful relationships</p> <p>Resilient whilst working under pressure and within tight timescales on sensitive, confidential and complex issues.</p> <p>Commitment to equalities and the promotion of diversity in all aspects of working.</p> <p>Ability to be innovative and able to influence and inspire cultural change.</p> <p>Strong recording and report writing skills</p> <p>Good standard of ICT skills</p>
KNOWLEDGE	<p>Sound knowledge of legislative framework pertinent to the role e.g. The Mental Health Act 1983, Children Act 1989.</p> <p>Understanding of NMC Code of Conduct and Scope of Professional Practice. Child Protection and court processes and working together to safeguard children</p> <p>A working knowledge of the potential impact, mental health issues can have upon parenting capacity. Have up to date knowledge on developments and research that relate to the mental health of families.</p> <p>Relevant specialist knowledge in approaches and interventions offered.</p> <p>Knowledge of the 'Think Family' approach</p> <p>Understanding and commitment to work in a trauma-informed way and promote relevant approaches and interventions.</p> <p>Good understanding of:</p> <ul style="list-style-type: none"> • agencies and support available for families in Kent • commissioned mental health services • children social care and family court arenas <p>An understanding of Safeguarding and Data Protection legislation</p> <p>A working knowledge of the DoH Assessment Framework for Children and Safeguarding Procedures</p>

BEHAVIOURS AND KENT VALUES	<p>Be Open</p> <p>Invite contribution and challenge</p> <p>Be Accountable</p> <p>Demonstrates the resilience and curiosity to be able to work in, and contribute to, a pilot environment where outcomes and work process are evolving.</p> <p>Resilience and the proven ability to work under pressure in order to deliver to tight deadlines and challenging performance targets.</p>
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