

Adoption Partnership

Job Description: *Senior Therapist*

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 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

Adoption Partnership

Person Specification: *Senior Therapist*

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.

| | CRITERIA |
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| QUALIFICATIONS | <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">• United Kingdom Council for Psychotherapy (UKCP)• Health & Care Professions Council (HCPC) – as a practitioner psychologist <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> |
| EXPERIENCE | <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> |

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| KNOWLEDGE | <p>Excellent knowledge and understanding of psychological models and theories relating to child development including developmental 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> |
| SKILLS AND ABILITIES | <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> |

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| BEHAVIOURS | <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> |
| Kent Values | <ul style="list-style-type: none"> • We are brave. We do the right thing, we accept and offer challenge • We are curious to innovate and improve • We are compassionate, understanding, and respectful to all • We are strong together by sharing knowledge • We are all responsible for the difference we make <p>Our values enable us to build a culture that is:</p> <p>Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile</p> <p>Curious - constantly learning and evolving</p> <p>Compassionate and Inclusive - compassionate, understanding and respectful to all</p> <p>Working Together - building and delivering for the best interests of Kent</p> <p>Empowering - Our people take accountability for their decisions and actions</p> <p>Externally Focused - Residents, families and communities at the heart of decision making</p> |

Organisational Responsibilities

Whole Council

- Seek to improve the lives of all residents in Kent and economy of Kent
- Act as corporate parent to the Council's looked after children
- Take an active role in promoting and ensuring the Council's responsibilities for safeguarding are met.
- Understand, communicate, and contribute to the delivery of KCC's strategic aims
- Meet statutory obligations and promote and ensure compliance with policies and procedures and the Council's Code of Conduct (Kent Code).
- Advise elected members and support the democratic process
- Promote the Council brand and enhance the overall reputation of the Council
- Understand and monitor the measures of performance, including customer insight, which define successful outcomes for KCC services
- Maintain and ensure a relentless focus on the customer
- Act to support the Council-wide need to deliver services within budget, thereby avoiding an overspend that could damage the financial viability of the Council
- Overcome professional and service silos to achieve the County Council's objectives.

Integration of Services

- Focus resources where they have the biggest impact
- Deliver services that are flexible and adaptable
- Integrate services within KCC and work with partner agencies to ensure a seamless customer experience
- Fully and inclusively engage all staff in the delivery of services, demonstrating the Council's leadership values and competencies.

Embedding Commissioning and Engaging relevant markets

- Establish an outcome focused organisation
- Meet the financial regulations and standing orders of KCC
- Challenge the status quo and engage with the market to constantly improve
- Ensure all services are delivered effectively and efficiently
- Proactively and continuously seek to improve service delivery
- Proactively manage risk to avoid inertia whilst not exposing the Council to needless and avoidable challenge or loss

Managing Change

- Understand and support the Authority's overall change agenda
- Deliver required outcomes of service specific change on time and to budget
- Understand the quality of staff, support their development, nurture those with talent
- Identify the skills for the future and the level of staff through robust workforce planning
- Identify and deal with underperformance. • Deliver to agreed budget and income targets.