

Job Description and Person Specification

Job Title:	Clinical Psychologist
Service:	Parenting and Creative Therapies Service
Location:	Coram Campus, 41 Brunswick Square, London WC1N 1AZ
Reporting to:	Dr Anna Harris, Head of Service
Salary Range:	3 days (21 hrs), £50,000 - £55,000 per annum dependent on qualifications & experience
Work Pattern:	3 days
Contract Type	Permanent

Coram is the country's oldest charity, established in 1739. It has a long tradition of developing innovative services to benefit children who cannot live at home. The Parenting and Creative Therapy Service offers a number of specialist approaches including: Art Therapy, Clinical Psychology, Music Therapy, Drama Therapy, Systemic Practice, Attachment and Trauma-focused interventions. We support to children and young people who are placed in families via foster care, adoption or Special Guardianship Order (SGO).

The Parenting and Creative Therapies Service works to empower disadvantaged children, young people and their families, building on their skills and emotional resilience. Using a range of therapeutic and peer-led approaches grounded in evidence, we aim to work alongside young people and families to find creative ways to help them understand and tell the stories of their lives and, where necessary, to help them to develop new stories that enable them to thrive within their communities. We have a history of working effectively with young people in schools and offer therapeutic support to Camden's specialist schools alongside our other projects. We work within very diverse communities and we consciously challenge ourselves and our practice to be inclusive and anti-racist.

We value non-verbal metaphor, using creativity as a vehicle through which the voice of the child can be heard and change can occur. As a child-led service we are proud to offer a different experience to children and young people that meets them where they are at; we thrive on finding ways to make connections with potentially harder to reach children and young people. We are a friendly, supportive and professional team.

The Coram campus is set in the heart of Bloomsbury, with great views across our historic Campus. Although a walking distance from King's Cross, Euston and Russell Square stations, our contemporary buildings are surrounded by trees and a green oasis which retains a peaceful atmosphere, providing an exceptional setting for meetings, interviews, seminars, training, and corporate events.

Purpose of the role:

This role is to work in our multi-disciplinary team to lead with other therapists on therapeutic assessments for children who have been adopted or are cared for through a Special Guardianship Order. You will conduct assessments that involve an understanding of the impact of loss, developmental trauma, child development, neurodiversity and family dynamics as well as using wider systemic thinking. You will be able to provide effective therapeutic interventions including Dyadic Developmental Practice (DDP), narrative approaches, life story work and systemic practice. You will also be able to engage with other innovative projects, and be a part of a dynamic team that seek to support families in a flexible, relational, effective and empowering approaches.

Main duties & Responsibilities

- To carry out allocated adoption and special guardianship support fund (ASGSF) multi-disciplinary child and family therapeutic assessments (working with creative therapist colleagues), ensuring that families receive a high quality service.
- To carry out intervention support with adopted and SGO children and families, including DDP informed sessions, therapeutic parenting, narrative therapy, life story work and other evidence based and supervised practice.
- To carry out systems interventions and training with schools, including consultation sessions using trauma informed theory.
- To have a keen interest and/or training in DDP and PACE. Using a PACE approach in your practice and ethos.
- Supporting clinical leads in management, clinical governance, quality assurance and safeguarding.
- To continue to use service user feedback to develop efficacy and usefulness of service to families, and develop projects and group interventions to meet demand.
- To work well within the team as a co-therapist, and in multidisciplinary working and be able to supervise and manage the work of other therapists as assigned according to level of skills and experience.
- To develop parenting groups, structured support groups for children, families and teams as required.
- To provide training to internal and external colleagues as required.
- To use supervision to develop practice, for safeguarding, case management and build self-awareness and clinical skills.

- To operate within Coram’s recording, safeguarding policies and procedures, including providing timely reports as required, and recording all notes from sessions on our clinical recording system.
- To follow quality assurance and performance management framework, to evaluate the qualitative and quantitative impact of the work.
- To recognise and challenge all forms of discrimination and prejudice in the workplace, and to seek opportunities to develop therapeutic practices which are anti-racist.
- To treat everyone with respect, dignity and fairness and to acknowledge and celebrate diversity.
- To maintain an awareness of your own and others’ health and safety and comply with Coram Group Health and Safety policy and procedures.
- To maintain confidentiality of information; it will be necessary to comply with all requirements related to the Data Protection Act/ General Data Protection Regulations (GDPR)
- To be clinically responsible for your own caseload and practice
- Being able to be reflective about the impact of secondary trauma on practitioners and taking time to support others and your own resilience and self-care.
- Any other duties within competence as required and agreed.

PERSON SPECIFICATION

Knowledge, Skills & Experience (E – essential, D – desirable)

- Doctoral level qualification in clinical psychology as recognised by HCPC. Please do not apply unless you have this, it is essential.
- Further training and experience of working with children who have experienced loss and developmental trauma. DDP level 1 and 2 training, and DDP practitioners would be prioritised.
- An in-depth understanding of psychological assessments and formulation that promote strengths based and empowering, multi-perspective and systemic thinking practice. Ability to provide short and long term therapeutic evidence based interventions. (E)
- A track record of working with adopted and SGO families, in particular, and vulnerable children more broadly, applying a range of evidence based therapeutic interventions in a range of settings. (E)

- Significant experience in a statutory setting working with looked after and/or adopted children, children with complex needs, working with CAMHS and multi-agency teams and family based-approaches in community settings. (E) Experience of offering consultation to professional networks. (E)
- Experience of delivering teaching and training. (D)
- Training in other therapeutic modalities. (D)
- Experience of offering consultation intervention and carrying out reflective team supervision (D)
- Experience of undertaking research and writing for publication. (D)
- Experience of developing services in conjunction with parents and children. to inform future service delivery through user feedback (D)
- Knowledge and understanding of clinical governance, risk management and of the operating parameters, concerns and benefits of voluntary sector and local government frameworks for commissioning and contract management including measuring outcomes. (D).
- To have good IT skills, be able to use Microsoft teams, office, excel, database recording systems and HR recording systems (ADP) and online platforms

Skills and personal attributes

- A self-starter with high initiative, who thrives on complexity and who is able to navigate and succeed with complex systems to achieve and deliver organisational development and goals (E)
- Able to support the motivation of professional teams by example, including the personal flexibility to manage complexity and relationships.
- Highly developed inter-personal skills and the ability to exercise discretion, responsiveness and authority to achieve results by influence and persuasion as well as written argument.
- Effective written and verbal communications skills including negotiation and presentation.
- Proficient use of business IT systems including PowerPoint, Microsoft office and financial systems with accurate typing (E).

- Competency in data provision and interpretation of relevant trends to inform policy and programme development and business management.
- Willingness to get things done by effective team working and delegation, delivering a wide range of tasks directly and on occasion, willingness and flexibility to deliver evening and weekend programmes when planned and appropriate (E).
- Resilient and proactive in the management and prioritisation of competing demands and case load.