

Job Description and Person Specification

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| Job Title: | Lead Music Therapist |
| Service: | Parenting and Creative Therapy Service |
| Location: | Coram Campus, 41 Brunswick Square, London WC1N 1AZ |
| Reporting to: | Dr Anna Harris, Head of Service |
| Salary Range: | Competitive salary based on experience, above 40K |
| Work Pattern: | 4-5 days |
| Contract Type | Permanent |

Coram is the country's oldest children's 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 post holder will receive supervision by a highly qualified Music therapist, and be line managed by a Clinical Psychologist.

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:

To take a lead role in our innovative parenting and creative therapy team, alongside a family therapist and clinical psychologist. To provide management and supervision to other music and creative therapists. To deliver skilful therapeutic assessments and music therapy based interventions to children and families who have experienced loss and developmental trauma. To support in management, school liaison, referral triage and allocation of our creative therapies in schools project in Camden and other inner London boroughs.

Main duties & Responsibilities

- To act as line manager for music therapists and other creative therapists in the team, and other as allocated, quality assuring and appraising their work in alignment with relevant guidelines.
- 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 have experience of working with neuro-divergent children, children with special educational needs and children with complex health needs and PMLD. To have a keen understanding of child development and adapting therapeutic interventions to meet children's needs.
- To work with highly complex, sensitive or contentious information and to address emotional needs of the families in an exemplary manner.
- To provide music therapy interventions to adopted and SGO children and families using an informed approach using attachments and developmental trauma theory.
- To provide robust and dynamic reflective supervision to creative therapists, ensuring that appropriate records are kept and that actions are followed up in a professional and timely manner.
- To ensure that assessments and case decisions are made within the context of integrated working and that the work remains outcome focused and evidence based.
- To ensure safeguarding issues are identified, recorded and reported through the correct channel in an appropriate and timely way.
- To conduct regular audits to ensure that supervisees' files are being maintained in line with Coram standards and protocols.
- 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.

- Supporting clinical lead 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 provide presentations and training to internal and external colleagues and services as required.
- 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 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
- To take responsibility for the upkeep and hygiene of all materials used in the delivery of therapy sessions and to ensure that stocks are replenished in a timely way in accordance with the service budget.
- 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)

Qualifications:

- HCPC Registered Music Therapist (E)
- MA training in Music Therapy or equivalent (E)
- Professional Body Membership (E)
- Evidence of Continued professional development (E)
- Supervision, group supervision and leadership training (D)

Skills and Experience:

- Significant post qualifying experience delivering music therapy to vulnerable children, young people and families (E)
- Experience of delivering effective and dynamic reflective supervision (E)
- Experience of Management and leadership in projects (D)
- To be able to use own supervision to inform and reflect on your practice both personally and professionally.
- Significant understand and experience of working therapeutically with adopted and SGO children, children with complex needs, mental health difficulties, learning needs and neurodiversity. (D)
- Demonstrate understanding of child development, attachment, separation and developmental trauma. (E)
- Experienced of delivering outcome focused, evidence based music therapy intervention (E)
- Experience of multi-disciplinary assessments and treatment formulation. (D)
- Experience of working with parents and comfortable with family work. (E)
- Experience at embedding music therapy into new settings. (D)
- Experience of implementing a variety of outcome measures and of collating data in a meaningful way in order to contribute to the evidence base of creative therapy interventions (E)
- Experience of developing services in conjunction with parents and children. to inform future service delivery through user feedback (D)
- Experience of working effectively with safeguarding issues following local protocols and legislation (E)
- 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. (E).
- To have good IT skills, be able to use Microsoft teams, office, excel, database recording systems and HR recording systems (ADP) and online platforms (E)
- Experience of working at pace across a number of projects, with highly developed multi-tasking legislation.
- Experience of undertaking research and writing for publication. (D)

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.