

JOB DESCRIPTION

Title:	MHST Clinical Team Lead and Service Manager
Responsible to:	Deputy Head of Youth Services
Hours:	Full-time (35 hours per week), some night cover will be required for our Circle service.
Salary:	£47,000 - £52,643 (dependent on experience)
Contract:	Permanent
Location:	Home / HFEH MIND sites (Hammersmith, Fulham, Ealing, and Hounslow)

Job Summary:

This is an exciting opportunity for a specialist clinical practitioner with a background in child and adolescent mental health to provide clinical oversight of 2 multi-disciplinary Mental Health Support Teams (MHSTs). These teams will increase and improve emotional and mental health provision within educational settings for 5–25-year-olds in the West London CCG area. You will be working within a successful Trailblazer site, which emerged out of the government’s December 2017 plans: [Transforming Children and Young People’s Mental Health Provision: a Green Paper](#).

Crucially, your overall responsibility will be to provide clinical oversight and operational management of the MHSTs, to ensure that children and young people are provided with timely, accountable, and effective services.

You will have a caseload of children and adolescents with mild – moderate emotional and mental health difficulties (number of cases will be dependant of capacity) and will use CBT and Systemic evidence-based models, employing the principles underpinning the national CYP-IAPT programme (Children and Young People’s Improving Access to Psychological Therapies). Early interventions will be delivered in a range of educational settings (primary, secondary, special, alternative provision and sixth form college) across the Royal Borough of Kensington and Chelsea, as well as in parts of Westminster borough in the North West. These will build upon the CCG’s and HF Mind’s whole school approach to mental health provision.

The MHSTs which you will oversee will consists of a team of MHST clinical supervisors, schools practitioners, and Assistant Psychologist Clinical You will be responsible for managing and providing clinical supervision to senior team members,

You will also work closely with families, as well as colleagues and partners in the Local Authority, CAMHS, educational settings where interventions are being delivered and other relevant mental health providers.

Key Roles and Responsibilities:

- Ensure consistent standards of care across the MHSTs, minimising risk and instigating remedial action if necessary
- Oversee clinical interventions of the MHSTs, developing strategy and service development in partnership with senior team members
- Assess the clinical skills required to deliver a safe and high-quality service, identifying gaps and plans to address these issues
- Provide clinical supervision and case management to the senior members of MHSTs, whilst also overseeing coaching and mentoring for all members of the MHSTs
- Develop care and referral pathways that support improved care for children, young people and their families
- Ensure and embed evidence-based practice in all clinical work of MHSTs
- Assume overall responsibility and quality assurance for all reported clinical outcomes and data submitted to NHS Digital's Mental Health Services Data Set (MHSDS)
- Monitor and track progress against access targets for MHST service delivery, ensure that KPIs are met and develop plans to address gaps
- Writing service Impact, monitoring, service update and evaluation reports (ad hoc, quarterly and yearly)
- Service Audits
- Ensure comprehensive clinical notes and records are maintained in line with clinical standards
- Ensure relevant theory and research is promoted amongst MHSTs to support evidence-based practice
- Development and upgrading of policies and procedures relating to evidence-based clinical care for children and young people
- Assess and develop evidence-based treatment plans to meet the moderate needs of CYP with a range of emotional and mental health difficulties
- Deliver evidence-based early interventions for CYP aged 5-18 with moderate emotional and mental health difficulties
- Maintain comprehensive clinical and consultation records
- Attend clinical supervision
- Oversee safeguarding supervision and support for all MHST members, in line with relevant organisational safeguarding policies and procedures
- Provide oversight of the screening process for CYP referred to MHSTs and appropriate referral of cases both within the team and externally, as required
- Promote the mental and emotional health of children and young people in educational settings, through clinical interventions in the care pathway
- Ensure adherence to organisational policies and procedures and that interventions are developed and delivered in accordance with NICE guidelines and clinical standards
- Lead on coordinating and communicating service delivery with relevant stakeholders, promoting the active involvement of children, young people and their families in planning and implementing care delivery
- Undertake continued clinical professional development and ensure that relevant CPD opportunities are identified and provided for all MHST members
- Provide on-call, clinical support for our Circle service when needed

Person Specification

Essential Criteria

- Degree from an accredited or recognised body to deliver evidence-based interventions for CYP and or parenting interventions / programmes
- A core profession (e.g., BACP, UKCP, HCP, NMC registration, Social Worker and OT) including registration with a professional body
- Minimum 2 years' experience working within a Statutory CAMHS Tier 2 or 3 service, delivering assessments and interventions to children, young people and their families
- Several years of direct clinical experience (autonomously providing assessment, developing treatment plans and delivering a range of therapeutic interventions) with children and young people aged 5-18 with mental health difficulties
- Experience in managing a clinical multi-disciplinary mental health team and providing clinical supervision and case management
- Experience of routine clinical outcome monitoring
- Experience of managing clinical risk assessment
- Knowledge of systemic, cognitive and psychodynamic theories and when each is appropriate
- Understanding of child development and psychosocial influences
- Highly developed knowledge of child and adult safeguarding
- Experience engaging a range of stakeholders (young people, families, mental health providers, schools, Local Authority staff etc.) and involving service users throughout service planning and delivery
- Excellent leadership, problem-solving and communication skills
- Organisational skills and excellent time management
- Experience of using Microsoft Office package

Desirable Criteria

- Experience using Iaptus CYP data management system and reporting into NHS Digital's Mental Health Services Data Set (MHSDS)
- Experience working in educational settings
- Experience supervising safeguarding cases

The list of duties in the job description is not to be regarded as exclusive or exhaustive. There will be other duties and requirements associated with your job which you may be required to undertake.

This job description will be reviewed yearly as part of the annual individual appraisal, to ensure that it reflects the responsibilities of the post. No changes will be made without full consultation with the post holder.

We are an equal opportunities employer; and are proud to employ a workforce that reflects the diverse communities we serve. We welcome applications from all suitably qualified persons from all backgrounds.

Post is subject to an enhanced DBS check