

<b>JOB DESCRIPTION</b>
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<b>Title:</b>	Supervisor - Mental Health Support Teams (MHST)
<b>Responsible to:</b>	Service Manager (MHST)
<b>Contract:</b>	Permanent
<b>Salary:</b>	Salary range from £40k to £48k per annum (depending on experience and supervisory qualifications)
<b>Hours:</b>	Full Time (FTE – 35 hours per week)
<b>Line Management:</b>	Education Mental Health Practitioners (EMHPs), Child Wellbeing Practitioners CWP, Schools Mental Health Practitioners (SMHPs) or Trainee practitioners.
<b>Location:</b>	Schools based within Hammersmith and Fulham with some limited home and HFEH Mind Office based work.
<b>Closing Date:</b>	<b>Monday 13th April 2026</b>

### **Purpose of the Job**

Hammersmith and Fulham, Ealing and Hounslow (HFEH) Mind have an exciting opportunity to be part of our long-standing MHST. As one of a few Third Sector providers of MHSTs, we are looking for someone who is adaptable, compassionate and dedicated, especially in supporting children and young people who face inequity.

**To be eligible for this role, you must have a registered core profession in a relevant field (e.g. Psychology, Mental Health Nursing, Social worker, Therapist and must be registered with UK relevant professional body). You will have successfully completed the PG Certificate in Supervision for Children and Young People's Mental Health or must be willing to complete this course as part of your employment with us, should the opportunity arise (with our support).**

Working closely with schools in the borough of Hammersmith and Fulham, you will supervise and support a diverse staff team to deliver a large NHS contract. Your role will be to provide supervision and line management to staff, as well as delivering CBT based group and 1:1 interventions in schools.

### **Key Responsibilities**

#### **Supervisory, clinical and line management**

- Supervise and line manage a team of mental health professionals and/or trainees based in schools.
- Work closely with the MHST Service Manager and Clinical Lead to ensure that the provision is high quality, clinically safe and reflects best practice.
- Ensure that the KPIs and objectives of the MHST, and individual objectives, are met by you and your team.
- Provide high-quality case-management support to your team
- Audit cases for quality and safeguarding purposes.
- Be the Duty Manager on a shared rota basis (up to 2 days per week).
- Assess and monitor risk and draw up appropriate risk management plans. Develop your team to understand and manage appropriate levels of risk.
- Participate and deliver group clinical supervision and reflective practice sessions and provide training to the team.
- Supporting building on the existing programme and expanding the service into new schools using learning so far.

- Provide support for SMHPs and others in using CYP-MH compliant routine outcome measures.
- Use IAPTUS and HR based databases for effective case recording and management recording (e.g. 1:1s, probation reviews, annual appraisals).
- Understand and advise on safeguarding/clinical risk issues that may arise, following both organisational and school policies and procedures.
- Support staff to deliver tailored, appropriate services to a diverse range of children and families.
- Oversee the development of new resources (e.g.) to support young people who have disengaged from school or have additional needs.
- Participate in your own clinical supervision and line management, keep up to date with relevant policies and procedures and attend relevant training and CPD opportunities.
- Meet the requirements of your own professional body.

### **Delivery to School-aged Children and Young People and families**

- Develop and deliver high quality interventions with children and young people that reflect the population of Hammersmith and Fulham, and adapt to meet individual needs.
- Support children and young people experiencing mild to moderate mental health difficulties and their families in the self-management of presenting difficulties.
- Work in partnership with families to provide culturally appropriate psychological interventions.
- Hold a caseload, including more complex cases. Make referrals to appropriate agencies (e.g. CAMHS).
- Develop and help deliver workshops, groups and individual interventions for children and young people in schools, utilising CBT principles.
- Work with the Whole School Approach Lead and Clinical Lead to identify training and support needs for school staff and/or parents.

### **Person specification**

#### **Qualifications (Essential)**

- Appropriately qualified and registered professional e.g. EMHP, clinical or educational psychologist, systemic family therapist, psychotherapist, CBT therapist, Mental Health Nurse or social worker with CYP MH experience.
- Evidence of continuing professional development as required by the BABCP/HPCP/UKCP/NMC/BACP/BPS/Social Work England.
- Registration with BPS or BABCP or equivalent.

#### **Qualifications (desired)**

- PG Certificate in Supervision for Children and Young People's Services or willingness to work towards it if a suitable training opportunity arises.
- CBT/CYP IAPT qualification or similar

#### **Experience**

- A minimum of three years' experience as a Child and Young Person's Mental Health professional
- At least one year's experience of supervising and case-managing practitioners
- Some line management experience

- Experience of delivering evidenced-based 1:1 and group CBT interventions for mild to moderate mental health issues (e.g. low mood and anxiety) to children
- A range of therapeutic skills and experience
- Experience of providing specialist assessments and evidence-based interventions with individuals and groups presenting with a range of needs.

### **Knowledge/Skills**

- Knowledge and understanding of the theory and practice of specialised therapies for children and young people, and ability to apply this within a school setting
- Ability to line manage and supervise staff delivering mental health support within schools
- Advanced theoretical knowledge of psychosocial theories of mental health and the evidence base for delivery.
- An understanding of the complex factors that influence work at all levels within an education setting or relevant wider systems
- Advanced knowledge of mental health assessments and ability to apply them meeting the needs of a diverse population.
- Knowledge of legislation in relation to the client group, of child and adult safeguarding, and equalities/diversity and inclusion.
- An ability to deliver culturally appropriate psychological interventions, and an ability to adapt delivery to meet the needs of the school communities we work in.
- Ability to select and administer a broad range of assessment tools, resources and frameworks to deliver high quality interventions and evaluate outcomes and progress of children and families.
- Excellent communication skills which enable you to be an effective supervisor and line manager, as well as supporting children, school staff and families.
- Well-developed IT skills and experience working with clinical databases such as IAPTUS.
- Ability to work effectively within a multi-disciplinary team, balancing the needs of the schools and HFEH Mind.
- Ability to manage emotionally stressful situations and clinical risk, support staff in this, and to respond to the requirements of being duty manager.

### **Skills, Attributes & Qualities**

- A passion for supervising, supporting and developing staff.
- A commitment to improving the lives of young people living in our boroughs through high-quality mental health support.
- Skilled in working closely with colleagues (e.g. Service Manager; Clinical Lead) and clearly sharing roles and responsibilities.
- Ability to form and maintain relationships (e.g. with schools, commissioners), and communicate effectively with all stakeholders and young people.
- Ability to manage own workload, work to deadlines and prioritise effectively, and bring out these qualities in your team.

*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.*

*HFEH Mind are committed to creating and fostering a culture that promotes safeguarding and the welfare of all children and adults at risk. Our safer recruitment practices support this by ensuring that there is a consistent and thorough process of obtaining, collating, analysing and evaluating information from and about candidates to ensure that all persons appointed are suitable to work with children and vulnerable adults.*

*Post is subject to an enhanced DBS check*