

## Senior Therapist – Parent and Baby Service (Workforce Development)



### Main purpose

Your role will be to deliver psychotherapy and clinical interventions (either psychodynamic, systemic, or clinical psychology based) to families with babies under the age of two years old, where parents/carers and babies are struggling to communicate with each other, or where parents are struggling to support the baby emotionally or failing to anticipate baby's developmental needs. This will include things like assessments, planning, intervention, and evaluation of the work you do. You'll also support your teammates to do the same.

You'll provide training and consultation to local front-line staff and trainees about the needs of babies and the processes of working with families in infant mental health services. Potential professional audiences will include midwives, health visitors, social workers, Shared Lives carers and perinatal services. Trainee audiences might vary depending on their qualifications but will include doing things like clinical psychology training courses, systemic psychotherapy training courses and child psychotherapy, parent-infant psychotherapy and infant observation courses amongst others.

You'll take an active role in the monitoring and evaluation of the services, helping to show the effectiveness of the work undertaken by the team. This will include looking at and suggesting measures and ways of getting feedback and support the team in the collection of this data/feedback. You'll also contribute to the way we collect and look at this data, whilst working with the clinical director in preparing reports based on this information.

You'll be active in creating and pursuing new opportunities to develop research into the area of infant mental health (the needs of families, service provision/effectiveness, or strategic factors). This might include working with teams who offer clinical psychology and systemic psychotherapy training courses, as well as national bodies like the Parent-Infant Foundation.

Another big part of your role will be to offer supervision and support staff who have less experience in infant mental health and/or in your professional background. For example, this might include supervising specific pieces of work by frontline staff outside the team and therapists and trainees within the team.

### TERMS & CONDITIONS

#### Contract Type

These are fixed term contracts until 31<sup>st</sup> December 2025.

#### Salary

£43,086 pro rata per annum, this salary is equivalent to NHS Band 7.

#### Disclosure

As these posts require a Disclosure check, please refer to the Recruitment of Ex-offenders statement on the Applicant Guidance page.

#### Hours

**Post 1: 37 hours per week**

**Post 2: 22.5 hours per week**

Hours will be worked flexibly over Monday to Friday

**Location**

Eleanor Rathbone House, 24 Derby Road, Liverpool, L5 9PR

**Annual Leave**

29 days per year. In addition to eight paid statutory bank holidays (bank holidays are pro rata for part-time staff).

**Pensions**

PSS operates an Occupational Pension Scheme with The People's Pension.

**Conditions of Service**

Offers of employment are made subject to the following conditions:

- a) Completion of medical questionnaire
- b) Receipt of two satisfactory references, including one reference from a current or most recent employer.
- c) Authorisation to work in the UK. Under the Immigration, Asylum & Nationality Act 2006 successful candidates will be required to produce documentation which demonstrates their authorisation to work in the UK. Documents may include; Passport; full birth certificate; UK work permit; Home Office letter.
- d) An Enhanced Disclosure. Please note that having a criminal record does not automatically disbar you from working with PSS.

**Your main responsibilities will be to:**

- Give specialist psychological/psychotherapy assessments, making use of information from a broad range of highly specialist psychological/psychotherapeutic assessments specifically for babies up to two years of age, their parents, carers, and wider family during the perinatal period.
- Apply a range of psychological/psychotherapeutic treatment plans or management, for families with children under two years and for parent-infant mental health.
- Evaluate, analyse and make judgements on the effectiveness of the complex psychological treatments for complex and challenging people who use the service.
- Responsible for a range of psychological/psychotherapeutic therapeutic interventions, drawing on a range of psychological models and employing a range of methods (individual, family and group) adapted and tailored to the needs of the individual and relating to the ongoing and outcomes of the intervention. This will include the use of current research findings and best practice guidance.
- Make skilled evaluations and decisions about treatment options. You'll take into account both theoretical and therapeutic models and think about complex factors about the historical and development processes that have shaped the individual, family or group. You'll use your research findings to describe protective and risk factors.
- Offer clinical supervision to practitioners, therapists, trainees, and volunteers within the Parent-Baby Service.

- Create networks and positive working relationships with other key agencies, organisations and representatives, particularly those offering additional support to parents, carers and families.
- Promote and develop the service, its links within the local/ wider community (e.g., the Strategic Clinical Network) and Parent Infant Foundation and find areas for improvement and/or development.
- Utilise research skills for audit and service development purposes and for sustainability of Parent-Baby Service. Make use of opportunities to plan and complete research around infant mental health and family growth in the perinatal period.
- Contribute to the strategic vision for the Parent-Baby Service and it's establishment and development within local strategic decision-making forums.
- Increasingly (depending on experience) hold and manage complex cases and provide support and supervision for therapists and trainee psychologists working with complex cases.
- Give input into national policy and professional debates and documents around infant mental health, early intervention, and preventative mental health services.
- Identify training needs with other professionals on Parent-Baby Service.
- Give specialist advice, consultation and training to staff working with babies, toddlers, siblings and parents across a range of agencies and settings when needed.
- Attend to your own CPD and attend further training to make sure the maintenance of a high-quality professional contribution with both clinical and managerial issues.
- Maintain professional registration.

### **Accountability and relationships**

- Support the clinical director in completing service audits, review and service evaluation and submit statistical information when needed.
- Get involved in clinical governance including quality assurance, audits and review measures.
- Manage your own supervision with appropriate supervisors and services (Child Psychotherapy or Clinical Psychology or Systemic Psychotherapy).
- Organise your own clinical time to get the most use out of your clinical time with a clinical caseload.
- Be accountable for the monitoring and control of your own area of spending.
- Follow the PSS financial policies and procedures at all times.

**Service Delivery** - Undertaking assessment of levels of need of parents in their wider family and community contexts. Adhering to PSS policies and procedures and working within local and statutory frameworks.

**People Management and Relationships** - Planning, implementing and evaluating agreed models of support and therapeutic approaches; setting achievable goals and signposting to other agencies where relevant.

**Sustainability and Business Development** - To continue to promote and develop the service and its links within the local and wider community and identify areas for improvement and/or development and discuss these with your line manager.

**Finance and Resource Management** - To make sure that resources are used according to PSS policies and procedures.

**Additional duties**

- Actively participate in developing team and individual objectives and plans, attend staff performance management and learning and development reviews where appropriate (e.g., with staff that the post-holder is supervising).
- Support the evaluation of services provided by Parent-Baby Service, assisting with data entry onto a data collection system and assisting in the analysis and interpretation of this data.
- The post holder is expected to be flexible in the performance of duties and to undertake any other duties identified as appropriate to the post.
- All jobs are subject to change from time-to-time and this job description will be reviewed regularly.

**Job description**

This job description is a guide to the work you will be required to undertake and represents a range of responsibilities commensurate with the grade for the post. It does not form part of your contract of employment.

**Person Specification**

**Job Title: Senior Therapist**

Requirement	Essential	Assess from:
	E= Essential D = Desirable	A = application I = interview R = references E = exercise/practical C = Copy of certificates
<b>Attitude</b>		
Commitment to, and demonstration of the PSS values and their application to the delivery of quality services.	E	A, I
Commitment to professional development to maintain accreditation.	E	A, I, R
Flexibility in working arrangements.	D	A, I, R
<b>Knowledge</b>		
Knowledge of child development, child and adult mental health, family functioning and how all these things interact.	E	A, I, R
Evidence of continuing professional development as recommended by own professional body (ACP, AFT or BPS).	E	A, I, R
Knowledge of legislation and national guidance in relation to the needs of children and families.	E	A, I, R
Knowledge of the theory and practice of specialised psychological assessment and therapies in children with complex needs.	D	A, I, R
Knowledge of current and historical factors that have led to exclusion, discrimination and marginalisation of groups based on ethnicity, 'race', gender, class, ability, sexuality and other factors. Understanding of how these factors have used and continue to use power to oppress groups seen as 'other'.	E	A, I, R
<b>Skills</b>		
Skills in the use of complex methods of psychological assessment, intervention and management in work with children and families.	E	A, I, R
A high level of ability to communicate effectively at both a written and oral level complex highly technical and clinically sensitive information to children and young people, their carers and families and a wide range of lay and professional persons.	E	A, I, R
Ability to integrate psychological theories and outcome data with clinical practice and service provision.	E	A, I, R
Ability to work with people from different backgrounds, cultures and of different ages.	E	A, I, R
Demonstrate sensitivity in all contact with disadvantaged groups.	E	A, I, R
Ability to cope with stressful interpersonal situations including maintaining a high degree of professionalism in the face of highly emotive and distressing problems (including challenging behaviour), verbal abuse and the threat of physical abuse.	E	A, I, R
Ability to contain and work with organisational stress and ability to "hold" the stress of others.	E	A, I, R
Ability to identify, name and appropriately challenge	E	A, I, R

discriminatory practices that the post holder becomes aware of.		
<b>Experience</b>		
Experience of working as a child psychotherapist/family therapist/child specialist clinical psychologist with children in community settings.	E	A, I, R
Experience in assessment and therapeutic work with children and families across the age range, but especially families with infants, with a full range of presenting problems and across community settings.	E	A, I, R
Experience of exercising full clinical responsibility for clients' psychological care and treatment independently and within a multidisciplinary and multiagency context.	E	A, I, R
Experience of providing consultation to health care, social services, education and other professionals on child and early parenting issues.	E	A, I, R
Experience of providing teaching, training and professional and clinical supervision.	E	A, I, R
Experience in designing, planning and undertaking clinical research and service evaluation.	E	A, I, R
Experience of working alongside experts by experience and those with lived experience in the co-design, production and delivery of services.	E	A, I, R
Experience of the application of clinical psychology in different cultural contexts.	D	A, I, R
Specialist training and/or experience in Infant Mental Health	D	A, I, R
<b>Qualifications and training</b>		
Diploma, masters, doctoral degree or equivalent accepted by the British Psychological Society as qualifying the person to work as a clinical psychologist. Or Diploma or MSc in Family Therapy, eligible for registration with AFT. Or qualification and registration as a Child and Adolescent Psychotherapist and/or Parent-Infant Psychotherapist.	E	A, I, R, C
Registered with relevant professional body (e.g. HCPC, BACP, UKCP).	E	A, I, R, C
Specialist training and/or experience of Parent-Infant Mental Health	D	A, I, R, C