Job Description

	For HR use only	Vacancy Ref No:
Directorate	Children's, Young People and Learning	
Service and Team	Multi Systemic Therapy (MST) Return Home	
Post Title	Therapist	
Grade	Grade 9	
Reports to	MST Supervisor	
Responsible for (employees / equivalent)	None	

Job Purpose

The MST team is a new Team within North Tyneside with the clear aim of preventing children become children in our care and supporting children to return safely to the care of their parents and/or wider family/ connected carers.

In this role, you will collaborate closely with designated social workers to develop strategies for addressing the root causes of abuse and neglect. You will implement comprehensive Multisystemic Therapy (MST) in accordance with the MST License. These interventions will focus on addressing the behaviour of individuals within both familial and community contexts, under the supervision of the MST supervisor and consultant.

MST is a therapeutic approach that involves intensive work with families in their homes. The team is dedicated to intervening with families involving children aged 10-17 years, The goal is to increase safety and prevent children from becoming children in our care or to support the reunification of children from care arrangements back to the care of their family or wider network.

Job Content

- Work with families to develop intervention plans to prevent family breakdown by addressing systemic causes like children's challenging behaviours including missing, criminal behaviour, violence and aggression in the home or community.
- Work with families to enable child to return safely from care arrangements back to the care of their parents, wider family or connected carers
- Ensure child safety while facilitating family progress.
- Implement interventions such as behaviour management, risk and contingency planning, cognitive behavioural therapy, family therapies, substance abuse treatment, and trauma treatment, respecting the cultural, racial, linguistic, and religious backgrounds of the child and family.
- Manage a caseload of 4-6 families, manage cases efficiently and effectively to

increase safety and address challenging family dynamics.

- Collaborate within the rest of the MST team, participating in team supervision and case discussions, and maintaining an understanding of colleagues' cases for coverage during absences.
- Engage in one-to-one supervision with the MST Supervisor.
- Assume accountability for personal practice and development, being receptive to challenges and open to adapting your approach.
- Keep up-to-date case records and generate reports for the team, service area, and other relevant agencies.
- Operate in accordance with childcare and safeguarding policies, and the principles outlined in the Children Act.
- Establish and maintain consistent, efficient, and reliable communication with other agencies.
- Contribute to MST presentations for colleagues within the Directorate and other disciplines as directed by the MST Supervisor.
- Fulfil MST 24/7 duty rota responsibilities, providing 24/7 on-call coverage for one week in every three weeks.

The duties and responsibilities listed are not exhaustive, and the post holder may be required to undertake other duties commensurate with the grading of the post.

Climate Change Values and Behaviours

- We strive to reduce the carbon footprint of our services by using less energy in our buildings, travelling less in our vehicles and increasing our recycling
- We encourage innovation and the generation of new ideas in the way we do things, including increasing the environmental sustainability of our services

Equality, Diversity and Inclusion Values and Behaviours

- We treat all our colleagues, residents and service users with dignity and respect. We embrace and value people's differences. We act as allies, educating ourselves, empowering others and tackling discrimination.

Special Requirements of Post

Working Conditions	You will be expected to work within any North Tyneside Council worksite as required. Office and community-based work, including visiting families' home and community venues e.g. Schools Travel out of area as required This is a permanent post to meet the needs of the service.

	Weekly hours will be variable up to a maximum of 37 hours per week.
Working Requirements and Arrangements	To work hours flexibly to meet service needs, including evening and weekend work and being part of the MST On Call rota
Physical Requirements e.g. driving, lifting, and handling	Driving/ travel on public transport for visits/ meetings
DBS and Safeguarding Checks required	Yes – Enhanced DBS
Responsibility for Safeguarding or extent of contact with children, young people and/or adults at risk of harm.	Yes
Politically Restricted	No

Person Specification

Job Criteria			
Factor	**Essential**	**Desirable**	**Assessment method**
Knowledge	An understanding of issues relating to children and families in need of support, protection and care. Knowledge in clinical intervention and psychological approaches with families. Awareness of psychological theory and the delivery of interventions, including Cognitive Behavioural Therapy, Behavioural Therapy, or Family Therapy.	Knowledge of Signs of Safety	Application and Interview

	Knowledge of safeguarding legislation and statutory responsibilities. An understanding of trauma informed practice.		
Qualifications and Training including Professional Registrations	Professional qualification in social work, probation, mental health, psychology, nursing, or a degree-level qualification in a relevant subject area (e.g., youth work, substance abuse, counselling).	Signs of Safety trained MST trained	
Skills & Experience	Substantial experience working with young people and families with complex needs. Experience working with people involved in child protection or care proceedings. Effective communication of technical and sensitive information to clients, families, carers, and professional colleagues. Case management and leadership in	Experience of working with a Signs of Safety approach/model. Conducting detailed multisystemic assessments Working with an evidence-based programme and within a specific treatment model.	

	child protection contexts. Lone working in community and home-based settings. Experience working in volatile settings and skill in defusing situations. Collaboration with multi-agency partners to achieve common goals. Taking on lead responsibility for interventions for families' therapeutic needs. Ability to engage in weekly MST supervision to support and maintain clinical adherence to the MST model including the ability to receive feedback in a group setting. Ability to adopt a Multisystemic perspective. Ability to work with a specific model of intervention and undergo a high level of adherence scrutiny.		

	Able to work develop collaborative relationships with all key partners Ability to engage with children and young people to ensure their voice/lived experience is heard and responded to. Experience of working under pressure, managing competing priorities and tight deadlines. Able to work on own initiative and to contribute to and work within a team environment. Ability to complete and write assessments and implement plans. Able to use IT systems effectively for recording, tracking and monitoring purposes. Able to meet the travel requirements of the role.		
Our Values			
Special requirements			
Factor	**Essential**		**Assessment method**
Occupational Requirements under the Equality Act 2010	Enhanced DBS clearance		

Factor	Desirable	Assessment method

Please note if you intend to use your own vehicle (or non-council vehicle) for business mileage you must hold the relevant driver's licence, MOT, and insurance documentation.