



Job Description

Job title: Multi Systemic Therapy Worker

Location: Huntingdon with work across Cambridgeshire

Hours: 37 per week

Grade: S02/P1

Service : MST Cambridgeshire

Reports to: MST Supervisor

Principal Accountabilities:

Clinical

1. To hold a caseload of minimum 4-6 families with young people with severe behavioural problems who are at risk of admission to Local Authority care or custody.
2. To visit families in their own homes or local community a minimum of 2-3 times per week, working flexible hours as required.
3. To devise, implement and review the intervention plans for the young people and families to meet their assessed needs and to make decisions with the MST Supervisor about treatment options in line with the MST treatment model, using a range of evidence based therapeutic intervention models to achieve this aim, e.g. Cognitive Behavioural Therapy, behavioural therapy, Contingency management and pragmatic family therapy.
4. To take into account the theoretical and therapeutic models of MST and apply them to the historical and developmental processes that have shaped the individual and the family network, and to develop special skills and interests related to this area of work, particularly in the skills of communication and the practical evidence-based therapeutic models of working.
5. To integrate information from assessments and draw upon Multi Systemic Therapy theory and evidence which incorporates interpersonal, societal, cultural and biological factors.
6. To understand and manage the risk for the young person and family within the legislative framework.

7. To work directly and collaboratively with the young person, their family and community to establish pro social behaviour including responding to a variety of situations and/or crises where the behavioural and emotional needs of the children and families require immediate intervention.
8. To handle complex information that may be both contentious and distressing for the young person and family and to communicate, in a skilled and sensitive manner.

Supervision and Training

9. To attend the MST 5-day orientation training
10. To work as part of the MST team of 4 workers in line with the model of practice, implementing MST therapy under the guidance of the MST supervisor, and aiming to adhere to the model.
11. To participate in the team process which facilitates skill enhancement and positive experiences and mutual support, including participation in weekly MST supervision group supervision and weekly consultation with an MST Expert Consultant.
12. To provide weekly MST summaries on all families according to MST guidelines.
13. To work in partnership with other disciplines and agencies, including children's social care, mental health services and drug and alcohol services, and to and to participate in case reviews and statutory meetings adopting a multi-disciplinary approach.
14. To contribute to the teams on call rota, providing 24/7 cover. The post holder will be on call for one week in every three to four weeks.
15. Attend training and professional development days as required, including quarterly MST Booster training days which may require travel outside of the delivery area

Research and Evaluation

16. To participate in, and share responsibility for, research & development and contribute to further evaluations of MST and collecting data for the local evaluations as required.
17. To maintain continuous professional development as part of an agreed personal development plan in accordance with professional requirements.

Accountability

18. To maintain up-to-date knowledge of legislation, national and local policies in relation to offending behaviour, social care and mental health.
19. To keep accurate client records and comply with the Children and Young People's policy on confidentiality of client records and case work and to undertake administrative duties appropriate to the tasks, including use of IT and case management systems.

20. To input information, as required on to the MST Institute database (MST-I) and the MST-UK website.
21. To submit weekly paperwork on all cases against a time deadline and prepare for group supervision. Update paperwork including supervision and consultation notes.
22. To be able to evidence Family Psychology Mutual's values at all times, which underpin Family Psychology Mutual's vision and mission.
23. To ensure you have an understanding (appropriate to your role) of, and comply with Family Psychology Mutual's procedures for promoting and safeguarding the welfare of children and vulnerable adults.
24. To ensure the implementation of Family Psychology Mutual's values in every aspect of your work and positively promote the principles of these policies amongst colleagues, service users and other members of the community.
25. To work flexibly as may be required by the needs of the service and carry out any other reasonable duties as required. This will include working outside of usual office hours and may involve early morning or evening and weekend home visits to families.

Person Specification

Essential Criteria		Desirable Criteria
Training and Qualifications	<p>Post-graduate doctoral level training in clinical, counselling or forensic psychology accredited by the BPS, or a BPS Statement of Equivalence</p> <p>OR</p> <p>A Master's level and equivalent professional training (e.g. social work, mental health nurse) or a systemic family therapy or CBT qualification.</p> <p>OR</p> <p>Degree preferably in Psychology, Health, Social Care or professional qualification backed by relevant experience.</p>	<p>Knowledge of MST and the principles of MST.</p> <p>Undertaken post-graduate training in one or more relevant additional specialised areas of psychological, systemic, therapeutic or mental health practice</p>
Experience	<p>Significant knowledge, understanding and practical experience and knowledge of working with children/young people and their families</p> <p>Experience of professional and clinical supervision</p>	<p>Experience of working in the Youth Justice system and /or of working with young offenders or children in need.</p> <p>Experience of working with or in children's social care with young people and families.</p> <p>Experience of working with a range of therapeutic modalities</p>

		<p>Experience of representing own discipline within the context of multi-disciplinary care.</p> <p>Experience of working intensively using a behaviour approach</p> <p>Experience of working within a multicultural community and framework</p>
<p>Knowledge and Skills</p>	<p>Excellent awareness of agencies which support young people and children including health, voluntary sector etc.</p> <p>Knowledge of the causal factors of offending behaviour and severe anti-social behaviour in young people</p> <p>Planning and organising skills for caseload management and skills in self-management, including time management and ability to work within deadlines.</p> <p>Well-developed skills in the ability to communicate effectively, orally and in writing, highly technical and clinically sensitive information, including contentious and highly distressing information to client,</p>	<p>Good understanding of other professional's theoretical perspectives of this client group.</p> <p>Knowledge of youth justice and social care legislation</p> <p>Well-developed knowledge of the theory and practice of specialised psychological therapies in specific difficult to treat groups {e.g. personality disorder, dual diagnoses, people with additional disabilities etc}.</p> <p>Knowledge of the theory and practice of highly specialised psychological therapies and assessment methodologies for this specific client group.</p> <p>Knowledge of evidenced based therapeutic interventions</p>

	<p>their families, carers and other professional colleagues</p> <p>Ability to work with families for whom English is not the first language, using Interpreter services where required.</p> <p>Knowledge of safeguarding policies and procedures for children and young people</p> <p>Ability to identify and employ as appropriate, clinical governance mechanisms, including regular supervision for the support and maintenance of clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.</p> <p>Knowledge of legislation in relation to the client group and its implications for both clinical practice and professional management of caseload</p> <p>Evidence of continuing professional development</p> <p>An ability to use IT Systems</p> <p>Ability to think of the family as a client, to adopt a systemic perspective and to reflect on cases and develop formulations</p>	<p>Experience of using evidenced based therapeutic interventions.</p> <p>Work with people who misuse substances</p> <p>Knowledge of working with diverse communities</p>
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<p>Personal</p>	<p>Reflective and analytical style of thinking</p> <p>Ability to operate as lone worker.</p> <p>Ability to engage with client and families in their own homes</p> <p>Ability to undergo scrutiny and to take detailed feedback</p> <p>Ability to use own initiative to plan and complete tasks to meet the needs of the role</p> <p>Excellent interpersonal and communication skills</p> <p>Ability to work flexible hours, including evenings and weekends</p> <p>Able to contain and work with high levels of distress from clients and able to defuse difficult, volatile situations</p> <p>Personally resilient and able to contain and work with organisational stress and monitor self-care, recognising when it is necessary to take active steps to maintain fitness to practice.</p>	
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	<p>Good organisational skills</p> <p>Motivated towards personal and professional development.</p> <p>Able to tolerate significant amount of travelling and to travel to places where public transport cannot reach.</p> <p>Commitment and availability to be on a 24/7 on-call rota for families shared with other MST workers.</p>	
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