**JOB DESCRIPTION**

**Job:** Therapeutic Practitioner - Residential

**Office Location:**

**Reports To:** Senior Therapeutic Practitioner

**Hours of Work:**

**Supervisory Responsibilities:** Yes

**Travel Required:** Yes

**MAIN PURPOSE OF ROLE:**

* As the Therapeutic Practitioner in the Therapeutic Services Team, you will be part of our holistic approach of working together, linking our Children’s Services and Therapeutic Services together.
* You will be training and supervising staff cohorts as well as running Therapeutic Healing groups and modelling application of therapeutic interactions with the young people.
* You will enable staff to recognise the destructive elements that trauma plays on child development, promoting a philosophy of therapeutic understanding from within our Therapeutic services.

**KEY RESPONSIBILITIES**

* To be a key participant in the Assessing and Healing components for helping traumatised young people.
* To work in collaboration with all people involved in the children’s lives and strive to ensure that they reach their full potential. This involves at various times, liaising with professionals such as teachers, care staff, foster carers, social workers, family members and colleagues from the Therapeutic Services team.
* When working with children, to have an understanding of the presentations of Complex Trauma such as depression, aggression, phobias, anxiety, physical/psychosomatic disorders, learning difficulties and behavioural problems.
* To attend the service settings a minimum of one day a week.
* To provide therapeutic training workshops to staff.
* To lead Child-focused supervision case discussions regarding all the young people in the setting. The purpose is to link the therapeutic learning to provide the most effective strategies and opportunities for healing for each and every young person.
* To supervise staff individually to enable theory/practice understanding.
* In the therapeutic group work for young people, develop self esteem, positive interactions and social skills.
* To spend time informally in the setting in order to role – model therapeutic interactions with young people to the staff.
* To provide and enhance comprehension and meaning of therapeutic theoretical concepts and the implementation into practice for the staff with young people. This can occur as observations of the relationships between staff and young people that can take place during the day, over mealtimes and during evenings.
* To sensitively and thoughtfully guide all staff members in their therapeutic professional development.
* Links between the observations, the training and child-focused supervsions can be made for full enriched development.
* To write, weekly professional reports outlining your therapeutic input and observations to include key themes and your professional opinion as to requirements for development. Also to include the positive progress and evidence of staff understanding.
* Understand and recognise that children’s safeguarding needs change, report concerns appropriately to your line manager in line with safeguarding policy and procedures of the local authority and Compass policies.
* To be reflective in your own practice and areas for continued professional development.
* To be involved in regular Team Around the Child (TAC) meetings and Triangualtion meetings in which there will be opportunity for case discussions and working together to ensure effective development of both the micro therapeutic progress for each and every individual young person but also on a macro level, to consider the developing therapeutic philosophy of AHCT.
* To report areas of significant concern to your line manager.
* Maintain a commitment to anti-discriminatory ideology.
* Attendance of Therapeutic Services Referrals Meeting

**PERSONAL SPECIFICATION – ROLE SPECIFIC**

* Minimum two years’ experience of working with children in the Looked After Sector.
* Good Leadership and training skills.
* Strong understanding of Attachment and Loss.
* Evidence of Therapeutic Training/Qualifications
* Level 5 in Management or Equivalent is desirable
* Psychological/counselling courses attended is desirable.
* Active, energetic, creative, outgoing yet empathic character.
* Good Communicator and Fluent English speaking
* Full driving licence
* Experience of group work with young people desirable
* Experience of assessment in intervention
* Evidence of literary ability to Level 5/A level standard.
* Understanding responsibilities in protecting their own health, safety and wellbeing and that of their colleagues and others.

**PERSONAL SPECIFICATION**

**Leadership**

* Is visible, approachable and earns respect; inspires and motivates others, building effective working and therapeutic relationships.
* Demonstrates the high standards of integrity, honesty and fairness expected; carries forward decisions made by the organisation or in collaboration with the line manager.

**Delivery of Results**

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| * Defines results, taking into account the needs of the carers and children’s care plans and placement agreements delivering the best outcomes for children.
* Encourages feedback on performance and makes improvements and / or changes to practice based on them;
* Makes clear and considered recommendations and decisions to their line manager.

**Personal Effectiveness*** Is aware of personal strengths and weaknesses and their impact on others with ability to take a clear and boundaried stance when a situation warrants it;
* Pursues adopted strategies with energy and commitment, managing own time well and being resilient when responding to competing priorities;
* Adapts quickly and is flexible to new demands and changes.

**Expertise*** Has in-depth knowledge and experience related to the service and knows when and how to find and use sources of expertise, within and outside the group;
* Understands the environment within which the group evolves, including regulatory frameworks and applies high quality best practice to meet and exceed expectations in the role.
* Demonstrates a growth mind-set and inquisitive thinking and applies this to their practice.

**Emotional Intelligence*** Able to sense what other people are feeling and able to express own feelings.
* Knowing what we are thinking and feeling, how this makes us behave and understand the impact this has on others.
* Being able to handle our feelings in ways that are safe and respectful to ourselves and other people.
* Being able to support other people through emotional difficulties.
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**Managing Change**

* Generates ideas for change to make improvements to services.
* Exhibits ability to respond to change constructively.
* Effectively communicates the reason / need for change, involving others in the process and assessing the impact of change.

**Key Attributes**

* Listening skills
* Observation
* Sensitivity and empathy
* Sincerity
* Discretion
* Ability to build rapport
* Positive outlook
* Excellent communication skills
* Resilience and maturity
* Capacity for study and continued learning
* Ability to work independently or with others

The details contained in this Job Description is not an exhaustive list of duties and you will be expected to perform different duties commensurate with the level of the post as required by the organisation and the overall objectives of the group. The nature of the agency business means that tasks and responsibilities are sometimes unpredictable therefore colleagues are expected to work flexibly when the occasion arises. Travel is expected as part of this role including travel to other Compass Community offices.

April 2022