



JOB DESCRIPTION

Job Title	MST-CAN Supervisor
Portfolio	Social Services
Reports to	Team Manager for MST
Location	Work across Flintshire and Wrexham
Job Reference/ID Number	70000002775

Job Purpose

To oversee the development and delivery of comprehensive Multisystemic Therapy (MST) Child Abuse and Neglect (CAN) interventions in North- East Wales. MST-CAN is a therapeutic approach requiring intensive work with families at their homes for up to nine months. This work is undertaken with complex cases where there is a child or young person aged 6 – 17 living at home who are subject to a child protection plan due to child abuse and neglect and who is at risk of entering care.

To work alongside the Programme Manager to develop MST-CAN within North-East Wales and to support and embed MST-CAN methodologies.

To provide clinical and line management / supervision to a team of MST-CAN practitioners (3 x MST-CAN Therapists and 1 x MST-CAN Family Resource Specialist) in line with MST-CAN principles including individual supervision to target clinical competency needs and to remove barriers to effective implementation of MST-CAN treatment, quality assurance processes and licence requirements. This will also include reviewing weekly updates on work with families and leading weekly MST-CAN group supervision.

To prepare for and actively participate in weekly MST-CAN consultation, maintain links with the MST-UK Network Partnership receiving guidance and support from the MST-CAN Consultant and ensuring regular team attendance at weekly consultation and relevant training.

To develop and maintain referral pathways, conducting suitability assessments and risk assessments.

To undertake audit policy and research activities, including collaborating with external evaluators, proposing and implementing policy and service development changes, supporting and facilitating such changes with a view to reducing incidents of child abuse and neglect and reducing the number of 'out of home' placements.

Produce regular reports to relevant groups and boards on the service.

Communicate and record highly sensitive, complex and challenging clinical information about children, young people and their families, using creative and flexible communication methods to successfully engage, ensuring meaningful engagement.

Develop and maintain positive links with a range of agencies across North-East Wales.

To take part in a rota to provide on call support to Therapists 24/7.

Principal Accountabilities

1. Full management responsibility for the MST-CAN Team with regular individual and team supervision meetings, monitoring workloads, undertaking annual appraisals, deal with sickness absence, disciplinary, grievance, performance and conduct matters in line with Flintshire County Council's policies and procedures.
2. To ensure that safeguarding policies are followed at all times and that risk to children or adults is adequately assessed and appropriately planned for, including appropriate escalation where necessary.
3. To provide Clinical leadership to the MST-CAN Team ensuring that the needs of the families/young people are paramount while utilising the MST-CAN treatment model and support the development of professional standards.
4. Attend and represent the service at all local, national and regional MST-CAN events as required.
5. To ensure that all recording and MST-CAN adherence measures are completed.
6. Maintain effective an effective relationship with MST-CAN related services and the MST-UK Network, maintain effective relationships with partners locally and within the trust.
7. Ensure that all assessments are comprehensive, multi-systemic and provide adequate information to determine the causes and correlates of referral behaviours to direct effective treatment within the ecological context.
8. Promote a culture of continual improvement in the quality, diversity and performance management of services.
9. Using theory and evidence-based research to support practice in individual and family work including in high risk and complex situations.
10. To work with the Programme Manager to provide professional guidelines and governance of clinical practice within the service and to ensure that all Multisystemic Therapy for Child Abuse and Neglect (MST-CAN) Therapists adhere to the principles of MST-CAN.
11. Carry out audit, policy and service development and research activities in collaboration with the Youth Endowment Fund, the external evaluation team from the University of Kent and University of Teesside and MST-UK and MST Services.
12. Work with the Programme manager to undertake performance review, to initiate, propose and implement policy and service development changes within the service and guide the change processes to ensure a reduction in frequency of abuse and to promote preservation of the family unit when appropriate. This needs to be done in close collaboration with the MST-CAN consultant, MST-UK and MST Services.

13. Provide appropriate challenge and support targeting systemic barriers to treatment success including physical, practical or emotional issues. Escalate and problem solve any barriers across services and partnerships in Health, Education, Youth Justice Service, Housing, Social Care, Mental Health Services etc. to ensure the best outcomes for young people.
14. To remain informed of and critically evaluate current research and literature to support evidence-based practice interventions with children and families and promote this perspective in the MST-CAN teams and wider agencies.
15. To undertake project management including complex audit and service evaluation, with colleagues within the service to help develop service provision.
16. Contribute effectively to the development of relevant corporate, strategic, and departmental and partnership plans.
17. Work with the Programme Manager to ensure that effective arrangements are in place to ensure that health and safety standards are maintained, and that young people are safeguarded.
18. To ensure compliance with all MST-CAN licence requirements.
19. Ensure compliance with Flintshire County Council's operational protocols and practice standards.
20. Be accountable for the quality of your work and take responsibility for maintaining and improving your knowledge and skills.
21. To ensure the Health, Safety and Welfare of employees and the public by complying with the appropriate Health and Safety Policies, Organisations and Arrangements and by the employment of Safe Working Practices and Risk Assessment and Management.
22. To participate in regular supervision sessions, which includes preparation for comprehensive caseload supervision and consultation. To attend appropriate Team and Service meetings. To attend appropriate training and participate in the operation of the Council's Appraisal Scheme.
23. It is your responsibility to carry out your duties in line with the Council's policy on equality and be sensitive and caring to the needs of the disadvantaged, promoting a positive approach to a harmonious working environment. You should act as an exemplar on these issues and should identify and monitor training for yourself and any employees for whom you are responsible, in line with this policy and the Equalities Act 2010.
24. Such other duties as may be appropriate to achieve the objectives of the post to assist the Thematic Area in the fulfilment of its objectives commensurate with the post holder's salary grade, abilities and aptitudes.
25. The post holder must at all times carry out his/her responsibilities with due regard to the Council's policy, organisation and arrangements for Health and Safety at Work.

26. Carry out other tasks as identified by the Programme Manager aimed to safeguard children and young people.

Supervision/Management of People

MST-CAN Therapists and Practitioners

Employment Checks/Specific Requirement i.e. DBS

Enhanced DBS
Registration with Social Care Wales

Special Working Conditions

Able to provide supervisory on-call support to the therapists out of hours, including evenings and weekends.
To work flexible hours, including some evenings.
Some travel required for attending training, which may include overnight stays.
Willing and able to visit families in their homes and other locations, including lone working.

Person Specification

The person specification sets out the skill, knowledge and experience that are considered to be necessary to perform the role and will be used in short-listing both at application and interview stage. It is therefore important that you demonstrate on your application how you meet all of the essential requirements.

Academic/ Professional Qualification

Essential / Desirable

How this will be assessed?

Post graduate qualification (e.g. masters or doctorate) in Psychology, Mental Health Nursing, Social Work or another relevant discipline.

Essential

Application

To have completed training in one or more of the interventions below:-

- Family therapy
- Cognitive Behavioural Therapy
- Behavioural intervention

MST-CAN training will be undertaken once in post.

Essential

Application

A management and/or supervision qualification

Essential

Application

Knowledge and Experience

Managing a team/service, and excellent skills in, safeguarding and risk management in families where there are complex social, emotional and mental health issues.	Essential	Application / Interview
Providing group and individual clinical supervision.	Essential	Application / Interview
Working at a high level in a relevant specialism for a significant period of time	Essential	Application / Interview
Use of pragmatic (i.e., structural, strategic and functional) family therapies.	Essential	Application / Interview
Providing individual therapy with children and adults using cognitive behavioural techniques.	Essential	Application / Interview
Delivering behavioural based therapy targeting school behaviour and academic performance.	Essential	Application / Interview
Implementing and delivering high quality interventions within or between systems which impact children and families (eg, family, peer, school and neighbourhood).	Essential	Application / Interview
Experience of building trusting relationships with families, colleagues and partner agencies.	Essential	Application / Interview
Effective team and strategic management which includes data analysis, performance management and adherence to HR processes.	Essential	Application / Interview
Effective communication and influence using creative approaches to tackle operational and strategic barriers to achieve effective outcomes and treatment success.	Essential	Application / Interview
Experience of working with research or evaluation colleagues.	Essential	Application / Interview
Significant experience of handling conflict and managing sensitive issues to achieve positive outcomes, including resolving complaints and responding to stakeholders including elected members.	Essential	Application / Interview
A detailed understanding of MST theory and approach, including a highly developed understanding of MST-CAN.	Essential	Application / Interview
Sound knowledge and understanding of legislation, policy and practice guidance relating to children and families and its application to practice including safeguarding legislation.	Essential	Application / Interview

An understanding of the impact of trauma on children and adults.	Essential	Application / Interview
Understanding of evidence-based interventions and applying research to practice in health or social care.	Essential	Application / Interview
Understanding of delivering a service in the context of external evaluation/research requirements.	Essential	Application / Interview
Sound knowledge of relevant theoretical approaches in MST-CAN and their application including family systems, social ecological theory, behavioural therapies, cognitive-behavioural therapy and pragmatic family therapies.	Essential	Application / Interview
Sophisticated understanding and demonstrable experience of all aspects of safeguarding and management of risk to children and young people as they relate to the work of the team.	Essential	Application / Interview
Experience and knowledge of issues relating to complex families with experience of child abuse and neglect, or involvement with Social Care, Youth Offending, Mental Health, Substance Abuse, Police, Education Welfare and Anti-social behaviour services.	Essential	Application / Interview
Strong understanding of the importance of excellence in case recording and file management practice, and ability to monitor compliance and improve performance and provide effective outcome data.	Essential	Application / Interview
Sophisticated understanding of diversity issues and how they impact on delivery of effective services.	Essential	Application / Interview
Skills		
Excellent communication skills verbal and written with a variety of audiences including families and young people.	Essential	Application / Interview
Excellent written and verbal communication skills including report writing skills, presentation and training abilities.	Essential	Application / Interview
Ability to manage high risk situations.	Essential	Application / Interview
Ability to work collaboratively with other services and deal with professional differences.	Essential	Application / Interview
To be able to provide job performance critique.	Essential	Application / Interview

To be able to learn and respond appropriately to detailed feedback and job performance critique.	Essential	Application / Interview
Ability to motivate and clinically support others.	Essential	Application / Interview
Ability to provide leadership of a new service.	Essential	Application / Interview
Self-motivated and able to take initiative.	Essential	Application / Interview
Ability to provide effective clinical leadership and direction, undertaking management decisions within challenging and complex circumstances.	Essential	Application / Interview
Ability to develop psychological formulations of presenting problems or situations that integrate information from assessments within a coherent framework drawing upon psychological theory and evidence and which incorporate interpersonal, societal, cultural and biological factors.	Essential	Application / Interview
Ability to develop and advise on plans for the formal psychological treatment and/or management of a client's mental health and behavioural problems, based upon an appropriate conceptual framework and employing, methods of proven efficacy, across the full range of care settings.	Essential	Application / Interview
Ability to plan, develop and evaluate methods and processes for gathering, analysing, interpreting and presenting data and information about the service.	Essential	Application / Interview
Ability and experience of preparing reports and provide advice to operational and strategic leadership teams.	Essential	Application / Interview
Ability to champion and promote the MST-CAN model, building positive relationships and confidence with colleagues, partners and families.	Essential	Application / Interview
Ability to translate strategic objectives into practical policies and processes relevant to MST-CAN.	Essential	Application / Interview
Ability to chair meetings and groups providing clear direction, purpose and pathways.	Essential	Application / Interview
Welsh Language	Desirable	Application
Flintshire County Council Core Behavioral Competencies	Essential	How this will be assessed?
Customer First:	Essential	Application/Interview

Understand our customers (internal and external) and deliver high quality services to meet and exceed their expectation.		
Working Smarter: Being clear about what you are expected to deliver in your job and have the skills, motivation, enthusiasm and commitment to work effectively.	Essential	Application/Interview
Working Together/Partnership: Building and maintaining positive relationships in order to deliver better services for our customers and employees.	Essential	Application/Interview
Communication: Ensuring we understand each other, respect each other express and share ideas and information clearly.	Essential	Application/Interview
Change: Adapting to change and introducing better ways of doing things, through generating ideas and seeking out the best way to deliver our service.	Essential	Application/Interview
Leading and Managing: Leads and motivates self and others to continually improve performance.	Essential	Application/Interview