



JOB DESCRIPTION	
<b>Job Title</b>	MST-CAN Therapist
<b>Portfolio</b>	Social Services
<b>Reports to</b>	MST-CAN Supervisor
<b>Location</b>	Work across Flintshire and Wrexham
<b>Job Reference/ID Number</b>	70000002489

**Job Purpose**

To deliver comprehensive Multi systemic Therapy (MST) child abuse and neglect (CAN) interventions in North-East Wales, according to the specifications and requirements set out in the MST License. These will address the family safety, parenting skills and underlying difficulties in adults and children, such as substance misuse and past experience of trauma. Work will be undertaken in the family and community setting under the supervision of the MST-CAN supervisor and MST-CAN consultant. MST-CAN is a therapeutic approach requiring intensive work with families at their home for up to 9 months This work is undertaken with families with complex needs where there is a child, or children aged 6-17 who is subject to a child protection plan following an incident of child abuse and neglect and where there is a risk of them entering care.

**Responsibilities:**

1. To increase the numbers of children and young people aged 6-17 who can remain safely at home.
2. To ensure the delivery of MST-CAN interventions to between 3 or 4 families up to 9 months' time scale.
3. To ensure that the fidelity of the MST-CAN programme is maintained at all times.
4. To develop inter-agency partnerships that promote the inclusion of socially excluded young people on the edge of care and custody.

*Flintshire County Council in partnership with Wrexham County Borough Council, Betsi Cadwaladr University Health Board (BCU) and supported by MST UK & Ireland, are part of a funded pilot programme from the Youth Endowment Fund which is running from October 2024 to September 2026. This pilot will have an external evaluation led by Universities of Kent and Teesside.*

**Principal Accountabilities**

1. To provide a comprehensive MST-CAN service to both children and families plus the systems around them, across North-East Wales managing a caseload of 3-4 families at any one time for a period between 6-9 months approx.
2. To demonstrate adherence to the MST-CAN Model and implement MST-CAN under the guidance of the MST-CAN Supervisor and external MST-CAN Consultant, actively participate in ongoing MST-CAN training and supervision.
3. To be part of a rota offering a 24/7 on-call service directly to families during the evenings and weekends.

4. To communicate, in a highly skilled and sensitive manner, complex information which may be contentious or distressing to families and young people and to ensure that information and advice is provided to other professionals, families and carers.
5. To undertake assessments of needs of families and young people and deliver the appropriate support to meet the assessed needs, using evidence based therapeutic approaches, including Cognitive Behavioural, behavioural and structural or strategic Family Therapy, in line with the MST-CAN model, to achieve the desired outcomes.
6. Identify, assess and contribute to the reduction of risk in areas of responsibility.
7. To regularly review, evaluate and monitor the effectiveness of the service delivered to families with the Supervisor and link with other providers/agencies where appropriate with the support of the family/young person.
8. To participate in monitoring and research procedures designed to evaluate the impact of MST-CAN and respond appropriately to feedback. Including collaborating with the external evaluation team appointed by the Youth Endowment Fund.
9. In the light of changing circumstances ensure service users continue to receive appropriate support to meet their needs through the development of informal and formal social supports.
10. Establish links and maintain knowledge of services across North East Wales, and develop effective working relationships with other statutory and non-statutory Teams – e.g. CAMHS, Adult Mental Health, Children’s Social Care and Education colleagues, and other relevant agencies active in the same area, so that work with service users makes use of all available resources
11. Develop and promote MST-CAN to extend and improve the range of community support services available to local serve users from all sources and to have a good knowledge of what else is available to the target group and their families.

<b>Supervision/Management of People</b>
<b>Employment Checks/Specific Requirement i.e. DBS</b>
Enhanced DBS
<b>Special Working Conditions</b>
Must be willing and able to visit families in their homes and other locations, including lone working. Willing to be on call for 1 week in 3. Willing and able to work regularly outside normal office/school hours, holiday periods/weekends, e.g. for family visits, meetings, conferences, open evenings, exhibitions, etc. Willing to carry out urine tests to detect the use of drugs or alcohol. Hold a valid driving license and access to a car.

<b>Person Specification</b>		
<i>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.</i>		
<b>Academic/ Professional Qualification</b>	<b>Essential / Desirable</b>	<b>How this will be assessed?</b>
Educated to degree level.	Essential	Application
Hold a qualification (professional or degree) in a relevant discipline e.g. Social Work, Nursing, Counselling, Clinical or Forensic Psychology, Systemic Family Therapy, Youth and/or Community Work	Essential	Application
<b>Knowledge and Experience</b>		
Knowledge of anti-discriminatory practice and professional standards.	Essential	Applications/Interview
Knowledge of risk factors, relating to child abuse and neglect and adult substance misuse.	Essential	Applications/Interview
Knowledge and understanding of child and adolescent development, parenting capacity, environmental factors and risk and protective factors.	Essential	Applications/Interview
Be aware of and comply with all required legislation, policies and procedures e.g. Child Protection, Health and Safety, Confidentiality, equal opportunities, data protection.	Essential	Application/Interview
Experience of working with families involved in child protection or care proceedings.	Essential	Application/Interview
Experience in the delivery of structured interventions, including Cognitive Behavioural Therapy, Behavioural Therapy or Family Therapy.	Essential	Application/Interview
Experience of working in volatile settings and skill in defusing situations whilst remaining calm and in control.	Essential	Application/Interview
Experience of working with an evidence-based programme and working within a specific treatment model.	Desirable	Application/Interview

Experience of working across multi agency partnerships to achieve common goals.	Desirable	Application/Interview
<b>Skills</b>		
Excellent communication and engagement skills, both written and verbal, with staff within an organisation, partners agencies and with the public.	Essential	Applications/Interview
Ability to engage in weekly MST-CAN supervision to support and maintain clinical adherence to the MST-CAN model including the ability to receive feedback in a group setting in the face of regular exposure to highly emotive material and challenging behaviour.	Essential	Application/Interview
Must be highly resilient and understand the practical application of anti-discriminatory practice and equal opportunities.	Essential	Applications/Interview
Ability to engage with client and families in their own homes and to demonstrate understanding and empathy to children and their families/carers.	Essential	Application/Interview
Ability to prioritise your own workload to meet departmental deadlines and work unsupervised if necessary.	Essential	Application/ Interview
Ability to work under pressure and make swift decisions and sound judgements.	Essential	Application/ Interview
Open to self-evaluation feedback and supervision of work and able to adapt and change practice following feedback.	Essential	Application/Interview
IT skills including Office applications.	Essential	Applications/Interview
Able to develop collaborative relationships with all key partners.	Essential	Applications/Interview
Welsh Language	Desirable	Application
<b>Flintshire County Council Core Behavioral Competencies</b>	<b>Essential</b>	<b>How this will be assessed?</b>
<b>Customer First:</b> Understand our customers (internal and external) and deliver high quality services to meet and exceed their expectation.	Essential	Application/Interview
<b>Working Smarter:</b>	Essential	Application/Interview

Being clear about what you are expected to deliver in your job and have the skills, motivation, enthusiasm and commitment to work effectively.		
<b>Working Together/Partnership:</b> Building and maintaining positive relationships in order to deliver better services for our customers and employees.	Essential	Application/Interview
<b>Communication:</b> Ensuring we understand each other, respect each other express and share ideas and information clearly.	Essential	Application/Interview
<b>Change:</b> 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
<b>Leading and Managing:</b> Leads and motivates self and others to continually improve performance.	Essential	Application/Interview