

JOB DESCRIPTION

Job Title	Multi-Systemic Therapist (MST) - Family Integrated Transitions (FIT)
Directorate	Social Services
Reports to	Team Manager for MST FIT
Location	Work across Flintshire and Wrexham

Job Purpose

Flintshire County Council, Wrexham County Borough Council and the Betsi Cadwaladr University Health Board (BCU) have formed a partnership to improve the way health and social care services are planned and delivered for targeted children and young people across North East Wales.

Utilising Welsh Government Regional Integrated Funding (RIF) the partners are working to reduce the number of children at the edge of care who become looked after, reduce the amount of time children spend in residential by support parents and carers to manage their child's behaviours.

MST-FIT is an American-based programme initially developed to help young people return home after incarceration. Multisystemic Therapy (MST) is an intervention specifically designed for young people who exhibit antisocial behaviour, and their families. The programme was originally developed in the United States to help young people who were at a higher risk of becoming young offenders. An adaptation of the programme, Multisystemic Therapy - Family Integrated Transitions, was created to help young people return home from a residential care. In the first phase of MST-FIT the young person comes in to a specialist MST-FIT residential home, where staff trained in dialectal behavioural therapy (DBT), help the young people to develop skills that increase the chances of a transition successful transition home. Alongside this, an MST-FIT therapist will work intensely with the parent or carer, to prepare them for the transition. Once the young person returns home, the therapist continues working with both the parent and young person to ensure sustainability.

The aims of MST-FIT are to strengthen family relationships, reduce young people's substance misuse, help improve their mental health, and reduce the risk of offending. MST-FIT professionals use elements of different therapies to help the young person return home successfully and to give carers the tools to parent effectively, such as cognitive- behavioural therapy, and group therapy. MST involves all systems around the young person, including school, friends, peers, and the community.

Principal Accountabilities

1. To provide a comprehensive MST FIT service to both children and families plus the systems around them, across North East Wales managing a caseload of 4-6 families at any one time for a time limited period between 3-5 months approx.
2. To demonstrate adherence to the MST FIT Model and implement MST FIT under the guidance of the MST Supervisor and actively participate in ongoing MST 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 and to provide on-call support to other therapists, when providing Back -up for the substantive supervisor.
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 FIT model which includes Dialectal Behavioural Therapy 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. 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
9. 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.
10. Develop and promote MST FIT 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.
11. To maintain a detailed knowledge of current trends and developments in mental health and Social Care including in areas relating to service user and carer participation.
12. Recording including significant computer work, maintain records and reports concisely in line with MST and Partner requirements, plus statutory legislation, using various I.T systems & other formats.
13. Maintain statutory responsibility to vulnerable children and young people in conjunction with local agency and multi-disciplinary agencies in order to achieve a seamless service to clients who need safeguarding and protecting.

Supervision/Management of People
None

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?
Educated to degree level, have a recognised professional qualification in an appropriate discipline e.g.	Essential	Application

Social Work, Nursing, Counselling, Clinical or Forensic Psychology, Systemic Family Therapy, Youth and/or Community Work		
Knowledge and Experience		
Knowledge of anti-discriminatory practice and professional standards	Essential	Applications/Interview
Knowledge of risk factors, the dimensions of offending and how to challenge individuals in order to innovate and motivate change.	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 policies and procedures e.g. Child Protection, Health and Safety, Confidentiality, equal opportunities, data protection.	Essential	Application/Interview
Skills		
Excellent communication and engagement skills, both written and verbal, with staff within an organisation, partners agencies and with the public	Essential	Applications/Interview
Must be highly resilient and understand the practical application of anti -discriminatory practice and Equal Opportunities.	Essential	Applications/Interview
Awareness of other professional roles and services to prevent duplication of work or breakdown in communication.	Essential	Applications/Interview
Ability to priorities your own workload to meet departmental deadlines.	Essential	Application/ Interview
Demonstrate a flexible approach to work with the ability to participate in a variety of tasks. Having an analytical approach to problem solving, making improvements and recommendations as appropriate.	Desirable	Application/Interview
Strong IT skills including Office applications	Essential	Applications/Interview

SWYDD-DDISGRIFIAD	
Teitl y Swydd	Therapydd Amlsystemig
Cyfarwyddiaeth	Y Gwasanaethau Cymdeithasol
Yn atebol i	Rheolwr Tîm Therapi Amlsystemig
Lleoliad	Ledled Sir y Fflint a Wrecsam
Pwrpas y Swydd	

Mae Cyngor Sir y Fflint, Cyngor Bwrdeistref Sirol Wrecsam a Bwrdd Iechyd Prifysgol Betsi Cadwaladr wedi ffurfio partneriaeth er mwyn gwella'r modd y mae gwasanaethau iechyd a gofal cymdeithasol yn cael eu cynllunio a'u cyflwyno i blant a phobl ifanc sydd wedi'u targedu ar draws Gogledd Ddwyrain Cymru.

Gan ddefnyddio Cyllid Trawsnewid Llywodraeth Cymru, mae'r partneriaid yn gweithio i leihau nifer y plant ar ffiniau gofal sy'n datblygu i fod angen gofal, lleihau faint o amser y mae plant yn ei dreulio mewn gofal preswyl ac mewn achosion lle mae lleoliadau mewn perygl o chwalu, cefnogi rhieni a gofalwyr i reoli ymddygiadau plant.

Triniaeth deuluol yn y cartref yw Therapi Amlsystemig sydd wedi'i seilio ar y ddamcaniaeth mai'r ffordd fwyaf effeithiol a moesol i helpu plant a phobl ifanc yw cefnogi eu teuluoedd a cheisio newid sut mae plant a phobl ifanc yn gweithredu gartref, yn yr ysgol ac yn y gymdogaeth. Bydd y rôl hwn yn cefnogi teuluoedd i gyflawni canlyniadau cytunedig drwy gysylltu'n rheolaidd â nhw drwy gydol yr wythnos, gan gynnwys ymweliadau â chartrefi a chyfarfodydd eraill yn y gymuned.

Prif Gyfrifoldebau

1. Darparu gwasanaeth Therapi Amlsystemig cynhwysfawr i blant a theluoedd a'r systemau o'u hamgylch nhw, ar draws Gogledd Ddwyrain Cymru yn rheoli llwyth achosion o 4-6 teulu ar unwaith am gyfnod o oddeutu 3-5 mis.
2. Cydymffurfio â'r Dull Therapi Amlsystemig a gweithredu Therapi Amlsystemig yn unol â chanllawiau'r Goruchwyliwr Therapi Amlsystemig a chymryd rhan mewn hyfforddiant a goruchwyliaeth Therapi Amlsystemig parhaus.
3. Bod yn rhan o rota sy'n cynnig gwasanaeth ar alw 24/7 uniongyrchol i deuluoedd gyda'r nosau ac ar benwythnosau a darparu cefnogaeth ar alw i therapyddion eraill, gan gynnig gwasanaeth wrth gefn i'r prif oruchwyliwr.
4. Cyfathrebu gwybodaeth gymhleth a allai fod yn gynhennus neu'n drallodus i deuluoedd a phobl ifanc mewn modd medrus a sensitif, a sicrhau y darperir gwybodaeth a chyingor i weithwyr proffesiynol, teuluoedd a gofalwyr.
5. Cwblhau asesiadau o anghenion teuluoedd a phobl ifanc a darparu'r gefnogaeth briodol i fodloni'r anghenion asesedig, gan ddefnyddio tystiolaeth yn seiliedig ar ddulliau therapiwtig, gan gynnwys Ymddygiad Gwybyddol, Therapi Teulu ymddygiadol a strwythurol neu strategol, yn unol â'r dull Therapi Amlsystemig, i gyflawni'r canlyniadau a dymunir.
6. Nodi, asesu a chyfrannu at leihau'r risg mewn meysydd cyfrifoldeb.
7. Adolygu, gwerthuso a monitro effeithiolrwydd y gwasanaeth a ddarperir i deuluoedd gyda'r Goruchwyliwr a chysylltu â darparwyr/asiantaethau eraill lle bo hynny'n briodol gyda chefnogaeth y teulu/unigolyn ifanc.
8. Er gwaethaf yr amgylchiadau sy'n newid, sicrhau fod defnyddwyr gwasanaeth yn parhau i dderbyn cefnogaeth briodol i fodloni eu hanghenion drwy ddatblygu cefnogaeth gymdeithasol ffurfiol ac anffurfiol.
9. Sefydlu cysylltiadau a chynnal dealltwriaeth o wasanaethau ar draws Gogledd Ddwyrain Cymru, a datblygu perthnasoedd gwaith effeithiol gyda thimau statudol ac anstatudol eraill – e.e. Gwasanaethau Iechyd Meddwl Plant a Phobl Ifanc, Iechyd Meddwl Oedolion, Gofal Cymdeithasol Plant a chydweithwyr Addysg, ac asiantaethau perthnasol eraill yn yr un ardal, fel bod gwaith â defnyddwyr gwasanaeth yn gwneud y mwyaf o'r adnoddau sydd ar gael.
10. Datblygu a hyrwyddo Therapi Amlsystemig ac ymestyn a gwella'r ystod o wasanaethau cymorth cymunedol sydd ar gael i ddefnyddwyr gwasanaeth lleol gan bob ffynhonnell a meddu ar ddealltwriaeth dda o beth arall sydd ar gael i'r grŵp targed a'u teuluoedd.
11. Cadw lefel fanwl o wybodaeth am batrymau cyfredol a datblygiadau mewn iechyd meddwl a Gofal Cymdeithasol gan gynnwys mewn meysydd sy'n berthnasol i gyfranogiad defnyddwyr gwasanaeth a gofalwyr.
12. Cofnodi gan gynnwys gwaith cyfrifiadur sylweddol, cynnal cofnodion ac adroddiadau cryno yn unol â gofynion Therapi Amlsystemig a Phartneriaid, yn ogystal â deddfwriaethau statudol, gan ddefnyddio systemau TG amrywiol a fformatau eraill.
13. Cynnal cyfrifoldeb statudol i blant a phobl ifanc ddiamddiffyn yn unol ag asiantaethau lleol ac asiantaethau amlddisgyblaethol er mwyn cyflawni gwasanaeth di-dor i gleientiaid sydd angen eu diogelu a'u gwarchod.

Goruchwylio/Rheoli Pobl

Dim.

Ymwybyddiaeth o, a chydymffurfio â, phob un o'r polisiau a gweithdrefnau gofynnol e.e. Amddiffyn Plant, Iechyd a Diogelwch, Cyfrinachedd, cyfleoedd cyfartal, diogelu data.

Hanfodol

Ffurflen Gais/Cyfweliad

Sgiliau

Sgiliau cyfathrebu ac ymgysylltu ardderchog, yn ysgrifenedig ac ar lafar, gyda staff o fewn sefydliad, asiantaethau partner a'r cyhoedd.

Hanfodol

Ffurflen Gais/Cyfweliad

Rhaid bod yn gryf a deall gweithrediad ymarferol arfer nad yw'n gwahaniaethu a Chyfleoedd Cyfartal.

Hanfodol

Ffurflen Gais/Cyfweliad

Ymwybyddiaeth o wasanaethau a rolau proffesiynol eraill i atal dyblygu gwaith neu fethiant o ran cyfathrebu

Hanfodol

Ffurflen Gais/Cyfweliad

Gallu blaenoriaethu llwyth gwaith eich hun i gwrdd â dyddiadau cau adrannol.

Hanfodol

Ffurflen Gais/Cyfweliad

Manylion am yr Unigolyn

Mae'r manylion am yr unigolyn yn nodi'r sgiliau, yr wybodaeth a'r profiad a ystyrir yn angenrheidiol i gyflawni'r swydd, ac fe'u defnyddir wrth lunio rhestr fer ar y cam cyflwyno cais a'r cam cyfweld. Mae'n bwysig felly eich bod yn dangos yn eich cais sut rydych yn bodloni pob un o'r gofynion hanfodol.

Cymwysterau Academaidd/Proffesiynol**Hanfodol/
Dymunol****Sut fydd hyn yn cael ei
asesu?**

Addysg hyd at lefel gradd, â chymhwyster proffesiynol cydnabyddedig mewn disgyblaeth briodol e.e. Gwaith Cymdeithasol, Nyrsio, Cwnsela, Clinigol neu Fforensig Seicoleg, Therapi Teulu Systemig, Gwaith Ieuenctid a/neu Gymunedol

Hanfodol

Ffurflen Gais

Gwybodaeth a Phrofiad

Gwybodaeth am arfer nad yw'n gwahaniaethu a safon broffesiynol

Hanfodol

Ffurflen Gais/Cyfweliad

Gwybodaeth am ffactorau risg, hyd a lled troseddu a sut i herio unigolion er mwyn ysgogi a symbylu newid

Hanfodol

Ffurflen Gais/Cyfweliad

Gwybodaeth a dealltwriaeth o ddatblygiad plant a phobl ifanc, y gallu i fagu plant, ffactorau amgylcheddol a ffactorau risg ac amddiffynnol

Hanfodol

Ffurflen Gais/Cyfweliad

Dangos dull hyblyg o weithio gyda'r gallu i gymryd rhan mewn amrywiaeth o dasgau. Bod â dull dadansoddol o ddatrys problemau, gwneud gwelliannau ac argymhellion fel sy'n briodol.	Dymunol	Ffurflen Gais/Cyfweliad
Sgiliau TG cryf gan gynnwys rhaglenni Office	Hanfodol	Ffurflen Gais/Cyfweliad