



### 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.

<b>Supervision/Management of People</b>
None
<b>Person Specification</b>
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.
<b>Employment Checks/Specific Requirement i.e. DBS</b>
DBS

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. 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, 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
<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
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

