

Job Profile

Job Title: Family & Systemic Psychotherapist
Job Grade: Level 5 Zone 2
Salary Range: £58,184 - £67,886
Hours: Full time – 37 hours per week

About Camden:

'Camden is a place where everyone can thrive, by making our borough the best place to live, work, study and visit. We're not just home to UK's fast-growing economy, we're also home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

About the Role:

This is an opportunity to be part of a thriving and dynamic service, responsible for supporting the delivery of systemic practice interventions and providing guidance to practitioners, social workers and team managers. The core purpose of this role is to contribute to the development of systemic practice into children's social work and to provide advice and guidance alongside social work interventions.

The post holder will work within a team of practitioners although will be managed by the Systemic and Workforce Service Lead. Their intervention may include direct work with children and families, but they will not be case accountable. They will provide consultation, direct work, teaching and support the embedment of relational systemic practice in the workforce.

Specific Duties and Responsibilities

To work with and alongside practitioners and team managers at a 'hands-on' intensive level to enable them to deliver a systemic interventions to children and families. The work will include:

- Specialist systemic assessments of complex cases to formulate intervention plans.
- Coaching and supervising individuals and groups of practitioners
- Ensuring high standards of record keeping.
- Producing reports which can be used in court proceedings and acting as an expert witness where required.
- Contributing to assessments of risk and protective factors.

To contribute to the introduction, embedding and development of an outcome's framework and culture across the service.

This will include:

- The delivery of systemic elements of the practice framework across Early Help and Children's Social care, which leads to a reduction in children subject to child protection plans and care proceedings.
- Embedding systemic practice in supervision, assessments, and network meetings.

Generic Duties and Responsibilities

- To contribute to the continuous improvement of the services within Camden
- To comply with relevant Codes of Practice, including the Code of Conduct and policies concerning data protection and health and safety
- To adhere to security controls and requirements as mandated by the SSA's policies, procedures, and local risk assessments to maintain confidentiality, integrity, availability and legal compliance of information and systems
- To promote equality, diversity, and inclusion, maintaining an awareness of the equality and diversity protocol/policy and working to create and maintain a safe, supportive, and welcoming environment where all people are treated with dignity and their identity and culture are valued and respected
- To understand both Councils' duties and responsibilities for safeguarding children, young people, and adults as they apply to the role within the council
- The post holder should expect to carry out any other reasonable duties within the overall function, commensurate with the level of the post

Qualifications:

- Appropriate professional qualification, including social work (ideally) and systemic psychotherapy and current HCPC registration
- Post graduate qualification in systemic family therapy
- Registered as a professional with UKCP/and Social Work England (if a qualified social worker)
- Undertake an enhanced DBS disclosure prior to employment and then every three years

Technical Knowledge & Experience:

- Knowledge of national policy, strategy and developments regarding children's social care, and areas that impact on children's social care
- Knowledge of relevant legislation, statutory guidance, standards, and procedures
- Knowledge of relevant theoretical frameworks, practice models and research findings
- Knowledge of "outcomes" concepts, quality assurance methodology and change / project management techniques
- Experience of working in a statutory context providing clinical treatments
- Able to develop and support social work practice at an operational level to deliver high quality systemic interventions
- Able to engage and develop effective professional relationships with other professionals and provide consultation
- Able to understand high risk and high complexity in a way that delivers good safeguarding and well-being outcomes for children and families
- Able to make sound professional judgments (in cases of high risk/complexity)
- Able to communicate to a high standard verbally and in writing and to produce high quality, analytical and evidence-based reports and present in a range of settings, including court

- Able to use a broad range of assessment tools and theoretical frameworks
- Able to comply in practice with statutory requirements and guidance
- Skilled in undertaking assessments of therapeutic need and contribute to planning, including analysis of complex information
- Experience of teaching, delivering workshops and coaching
- Skilled at engaging with formal partners including CAMHS and non-statutory services

Work Environment

Able to work outside of normal office hours when required.

The post-holder will be required to work in line with Camden's agile working framework including flexible and remote working patterns as required by the service. The base will be in Pancras Square and other locations within Camden as specified by the Director of Childrens Social Services.

People Management Responsibilities:

There will be no direct line management responsibilities

You will report to the Systemic and Workforce Service Lead

Relationships:

Internal relationships:

All teams and staff within Camden's Children Social Services Division

Heads of Service, Service Managers and Team Managers across Camden's Children's Services

External relationships:

Children, young people, and their families

All relevant partner organisations that Camden Children's Services works in partnership with including schools, external service provider and the private and voluntary sector including foster carers and residential care providers; Police; Probation, Health

Representatives of the key government departments, national bodies, and networks

Local residents and other customers

Over to you

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk

Is this role Politically Restricted?

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

Diversity & Inclusion

At Camden, we value and celebrate difference and encourage diversity in all respects. Our diverse workforce ensures we represent our communities to the best of our ability and enables us to make better decisions. Because of this, we particularly welcome applications from Black, Asian and those of other non-white ethnicities, those who identify as LGBT+, neurodiverse and disabled people.

Agile working

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships; we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK (www.HireMeMyWay.org.uk). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

Asking for Adjustments

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview, or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at resourcing@camden.gov.uk or post to 5 Pancras Square, London, N1C 4AG,