

Job Profile

Job Title: Best Start for Baby Team Leader

Job Grade: Level 4 Zone 2

Salary Range: £42,687 - £49,515

About Camden

'Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. Because, we're not just home to UK's fast-growing economy. We're 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

The London Borough of Camden (LBC) is re-thinking its support for children in the Early Years and is introducing a new service model that focuses a greater proportion of resources on the critical first 1001 days, the time that research shows, has the most significant impact on future outcomes. The cornerstone of our new model is the Parent-Child Psychological Support® (PCPS®). The LBC, is implementing this universal service in partnership with the NHS Health visiting provider and the *Instituto Psicológico de la Infancia y la Familia* (IPINFA) in Valencia, Spain. The PCPS® focuses on supporting the social – emotional development of children in their first 2 years and the promotion of secure attachment with caregivers.

The Best Start for Baby - PCPS® service Team Leader will be part of the delivery team providing support and personalized feedback to parents about their babies' wellbeing, in a clinic setting, and dealing with parenting issues and parent's wellbeing, with special emphasis on promoting parent-child attunement and the development of child secure attachment. Camden will be offering PCPS® universally in our 5 children's centre localities. The post holder will lead the PCPS® delivery team in one of five localities and will provide day-to-day leadership to the multi-agency locality team. They will manage referrals to other services and follow up of cases referred by the team in coordination with the Administrator. They will also undertake direct clinical work with individual families, meeting with parents to assess, support and develop parent-child attunement. All these tasks will be carried out following the protocols and procedures of the PCPS® to maintain fidelity with the service and for which the practitioner will receive specific training from IPINFA and the PCPS® Developer.

You will lead a multi-disciplinary team providing support and personalised feedback to parents about their baby's development and wellbeing, as well as supporting parents' emotional health and parenting strategies. Families are invited to attend a series of planned appointments every 3 months (from 3 -18 months). The sessions will be delivered with fidelity to the PCPS® Protocols and Procedures for which you will be specifically trained and supported by

IPINFA and the PCPS® Developer. More information about the programme can be found at: <https://www.pcpsparenting.org/> for background on the service and publications)

THIS IS A UNIQUE OPPORTUNITY TO PLAY A LEADERSHIP ROLE IN A UNIVERSAL EARLY YEARS PROGRAMME WITH THE POTENTIAL TO TRANSFORM CHILDHOOD

Responsibilities

- Leading team meetings to plan each clinic day.
- Reviewing files of the appointments for the day
- Management of the protocols and files for each child with appointment for the day.
- Following the PCPS® protocols and interventions
- Exploration of issues or factors affecting parenting, based on the information in the file using Motivational Interviewing techniques
- Flexible approach to identify the need for onward referral to other services, if necessary.
- Updating clinical records with all the information for visits and protocols ensuring council and NHS record keeping procedures are adhered to.
- Wrapping up the session with parents and accompanying them to the Administrator for their next appointment (if it is not the last one).
- Leading team meetings at the end of clinic days and debriefing session
- Leading the screening process in team meetings to identify more complex cases to be reviewed at PCPS® Monthly Meetings.
- Coordinating and minuting the Monthly Meeting to discuss cases screened that need special attention
- Follow-up of Monthly Meeting cases
- Liaising with the PCPS® Developer for all the technical supervision related with the delivery of the service to ensure that the post-holder's work maintains fidelity to the programme.
- Promoting good flow on clinic days to facilitate a smooth throughput of cases with good time management.
- Monitoring the coverage of eligible children, promoting good coverage for this universal service.
- Ensure any planned staff absence is flagged to organisational leads and cover sought, when possible.
- Report on team performance to senior managers and council members when required

EXAMPLES OF OUTCOMES/OBJECTIVES THAT PCPS® AIMS TO DELIVER:

- Parents attending PCPS® clinics understand their baby's development and how to respond appropriately to their baby's needs
- Parents develop rapport with the clinic team and feel positive about the support they receive in the post-natal period
- The multi-agency PCPS® team work well together and support each other to achieve the programmes aims.
- The fidelity of the PCPS® programme is upheld and protocols for all stations are followed
- Attendance at the PCPS® clinics is in line with, or better than, expected levels. Any parents that choose not to engage in the programme are identified and steps are taken to ensure that they receive all mandated health reviews.
- The PCPS® clinic venue is warm and welcoming to families.

About you

Qualifications:

Essential

- Professional qualification in a therapeutic field e.g., Child Psychology, Speech and Language therapy, Mental health, eg Health Visitor with experience of Peri-natal mental health
- Experience of working therapeutically with individual families to promote child development and the parent / child relationship.

Experience

Essential

- Experience of working with parents and babies and / or toddlers in a therapeutic context
- Experience of working in a multi-disciplinary context

Skills and Knowledge

- A demonstrable interest in prevention and early intervention
- Knowledge of child development and parenting of babies
- Ability to deliver evidence based, licenced programmes
- Experience of using motivational interviewing techniques.
- Skills to motivate staff, ensuring the team work well together and support each other to achieve the Programme's aims.
- Experience of leading and managing teams in a multi-agency, multi-disciplinary environment, with an understanding of the challenges associated with innovation and implementing new practice.
- The ability to establish an inclusive ethos and provide a warm and welcoming environment for all families.
- Experience in creating and building trusting relationships with families, supporting the team to sustain parents' (mums, dads & carers) engagement in the programme.
- In-depth knowledge of early child development, particularly the first 1001 days, and the importance of the quality of the parent-child relationship and the significance of the transition to parenthood, with the skills to support parents to understand their baby's development and how to respond to their baby's needs.
- In-depth knowledge of the factors affecting parenting capacity and parents' wellbeing, with the skills to explore these sensitively with parents.
- Experience of undertaking child and family assessments in a health or social care environment
- Knowledge of the challenges some families experience in accessing and engaging with services and strategies to ensure their participation.
- Experience of managing, interpreting and presenting performance and evaluation data, reporting to and sharing with colleagues, senior managers, and council members.
- Knowledge and experience of record-keeping and electronic case recording systems (e.g. SystmOne, MOSAIC) and of auditing electronic case files to ensure high quality record keeping
- Excellent interpersonal and negotiation skills with the ability to communicate diplomatically and persuasively with a wide range of individuals and groups.
- Experience of developing and maintaining partnerships across a wide network, with the ability to negotiate and influence.

- A thorough understanding of information-sharing requirements both within and outside the integrated service and how to meet the standards for maintaining the security of confidential information.
- Thorough knowledge, experience and understanding of safeguarding and child protection policy, legislation and best practice guidance, with the ability to offer guidance and support to help practitioners reflect on their observations and assess risk.
- Knowledge and understanding of the London Child Protection Procedures and Working Together to Safeguard Children and the ability to work in accordance with national and local Child Protection and Safeguarding policies and procedures.
- Excellent time management skills, demonstrating resilience and flexibility, with the capacity to thrive and adapt in a complex and challenging environment.

Work Environment:

The PCPS® team will be based in clinic accommodation within a defined locality in Camden. However, there is an expectation that the 5 PCPS® Team Leaders will work closely together and offer cover for each other if necessary. Travel across the borough is therefore required on occasion.

People Management Responsibilities:

The Team Leader will provide local leadership, overseeing team performance and encouraging and motivating team members.

The post holder will have no direct line management reports as PCPS® is delivered by a multi-agency team in which organisations have their own formal supervision arrangements.

Relationships:

The PCPS® programme is high profile and relationships with key partners is critical to successful delivery.

- Working in partnership with families.
- The PCPS® delivery team includes staff from the Council and the Health Visiting service. The Team manager needs to develop a culture of shared purpose and accountability so that all members are fully engaged in the success of the programme.
- The Team Leader will be an ambassador for PCPS® in Camden. When required the team leader may need to talk about the programme with external partners and interested parties.
- Relationships with senior managers in the participating partner organisations will need to be forged and maintained to ensure their connection with the programme.
- Relationships with agencies that offer targeted interventions will need to be forged and maintained to enable the appropriate referrals to be made and follow up to be sought.

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

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

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

Integrated Early Years' Service (IEYS) Structure Chart

