

Role Profile

Job Title:	BICS EH Clinical Manager
Location:	Child & Family Early Help Hub, Barnet
Department:	BICS
Directorate:	Family Services
Grade:	L
Salary Range:	£64,839 - £72,294
Reports to:	Assistant Head of Service

Job Purpose

- To take a lead role in the delivery and development of high quality, safe, effective mental health wellbeing provision for children, young people, and families.
- To provide clinical supervision and line management to a dynamic, multi-disciplinary team of clinicians offering a range of mental health and wellbeing interventions to children, young people, and their families in Barnet.
- To lead on service delivery within a specific area of the clinical service (e.g., MHST, Groups and Workshops, Family Therapy) with appropriate knowledge, skills and attitudes in that area.
- To have a small clinical caseload in an area of specialism.
- To work in partnership with the Child & Family Early Help leadership team to deliver integrated mental health and wellbeing services for children, young people, and their families in Barnet.
- Under the direction of the Head of Service, to work in partnership with colleagues in BICS, Child & Family Early Help, and our partners to develop Barnet's proposed "Team around the School" model.

Key accountabilities

- Working as part of the BICS/Child & Family Early Help management team, to take a lead role in the clinical management, delivery and development of high-quality mental health and wellbeing services for children and young people (CYP) in Barnet.
- Ensuring systems are in place for capturing clinical outcomes and performance data.
- Under the direction of the Head of Service, to use data to drive service delivery and improvement.

- To analyse and interpret complex data, identifying risks, trends and opportunities for improvements.
- In collaboration with the Assistant Head of Service and the Commissioning and Performance teams, to ensure that the service is fully compliant with submission of data to the Mental Health Services Data Set (MHSDS).
- To work collaboratively with the BICS and Child & Family Early Help leadership teams to support the process of integrating BICS and Child & Family Early Help services to ensure that CYP and their families receive seamless, accessible, and responsive mental health and wellbeing services.
- Under the direction of the Head of Service, to be responsible for developing and leading a multidisciplinary team of clinicians across one of the three Child & Family Early Help Hubs in Barnet.
- To provide clinical supervision and line management to the multidisciplinary clinical team to ensure CYPF are provided a high quality, responsive, evidence based mental health and wellbeing service.
- Under the direction of the BICS/Child & Family Early Help senior leadership team, to work in partnership with our stakeholders and partners to develop and implement Barnet's proposed 'Team around the School' approach.
- Under the direction of the BICS/Child & Family Early Help senior leadership team, to provide reports of activity for senior management.
- To keep up to date with relevant policy and professional developments at a local and national level, ensuring that commissioned services are evidence based.
- Establish a thorough and detailed understanding of the mental health and wellbeing needs for CYPF across Barnet by engaging with key stakeholders, professional networks and wider CAMHS providers to build effective care pathways, joint working and workforce development opportunities.

Leadership Responsibilities:

- To provide inspirational and high-quality clinical leadership and line management to a multidisciplinary team of clinicians ensuring a culture of child centred and outcome focused practice through effective, evidence-based assessment and treatment and accessible care pathways.
- As a member of the BICS/Child & Family Early Help management team, to support the transformation and development of the integrated clinical service through facilitative and supportive professional leadership, management and practice innovation.

- To support the implementation of the integrated clinical service in respect of Barnet Practice Frameworks, policies, procedures, referral and allocation processes, and internal and external care pathways.
- To take a lead in the implementation of practice initiatives striving at all times for best practice and high quality CYP mental health provision that is co-produced, evidenced-based, and outcome focussed.
- To ensure that quality assurance performance activities are undertaken to measure effectiveness of the service.
- To maintain professional oversight of a multi-disciplinary team of clinicians, collaborating with key stakeholders and wider CYP mental health providers to ensure seamless transitions and access to a proportionate balance and range of psychological therapies.
- To support the creation, delivery and measurement of clinical innovations and effective practice, supporting learning and best practice through facilitation of regular feedback and learning opportunities.
- To ensure the implementation and oversight of robust clinical governance arrangements and that these are adhered to and regularly reviewed.
- To be accountable for clinical risk management of the work held within the multi-disciplinary team ensuring safe, timely and effective CYP mental health services.
- To ensure the service effectively takes account of and is actively responsive to the needs of its local communities, with particular regard to children at risk of neglect and abuse, children from diverse communities, and those disadvantaged by poverty, discrimination and disability.
- To work within statutory requirements, relevant Local Authority policies and procedures, and local practice guidelines and procedures for the service.
- To maintain sound knowledge of health and children's legislation, policy and clinical practice developments relevant to psychological therapies to support effective management decisions in the service.
- To lead on recruitment, appraisals and the professional development of the multi-disciplinary staff team, ensuring services are adequately covered at all times.
- To provide clinical supervision, where appropriate to psychological therapists and psychologists and maintain oversight of specific discipline supervisory arrangements as appropriate.
- Provide high quality professional advice and guidance on complex cases aiding decision making in the event of professional disagreement.

- To identify and manage performance related issues arising in the multi-disciplinary team and address using the relevant policies and procedures in close collaboration with Human Resources.
- To be an active member of all relevant BICS and Child & Family Early Help meetings and steering groups as appropriate and relevant to the role.

Service Development and Partnership Working:

- To support the transformation, development and delivery of the Child & Family Early Help integrated clinical service under the guidance of the Head of Service, the Assistant Head of Service and in close collaboration with Child & Family Early Help and key stakeholders.
- To support the development and maintenance of effective links both within Family Services and with external partners and stakeholders, ensuring regular feedback and contributions to wider strategic and operational delivery groups.
- To be an effective representative of Barnet Family Services, acting at all times in a professional manner by attending meetings and forums in accordance with the scope of the role and actively contributing towards local and national service developments and initiatives in the sector.
- Where appropriate, to support the Head of Service to ensure expertise is available to meet the complex needs of children at risk of abuse and neglect, children exhibiting harmful behaviour, children Looked After and children in post-permanency arrangements.
- To support the development of clear pathways to specialist CAMHS provision, participating as required in multi-agency meetings, supporting care pathways for allocation, joint working, transition and governance arrangements.
- To keep abreast of best practice developments in CYPMH provision, using research to inform practice innovation and development at all times seeking to improve the quality of services delivered to children, young people and their families.

Clinical Responsibilities:

- To provide highly effective clinical services demonstrating skills in assessment of complex clinical situations and a high level of competency in evidence based psychological therapies, systemic and mental health interventions.
- To deliver a range of specialist psychological treatments, employing a broad theoretical knowledge base to analyse, interpret and compare complex information in order to develop tailored support that compliments and enhances care planning for children receiving early help or statutory and post-permanency support.

- To ensure children's sensitive information is shared appropriately and to be aware of requirements of providing and receiving highly sensitive, complex, and often distressing and emotional information.
- To ensure practice, at all times, considers children's diverse range of needs, cultural and religious context and wide range of linguistic, ethnic, national, economic and social backgrounds ensuring services are accessible and effective in meeting their needs.
- Have particular regard to the needs of unaccompanied asylum-seeking children, trafficked children and children who may be at risk of financial or sexual exploitation and organised crime developing services that meet their needs through partnerships with voluntary and community sector providers and knowledge of local resources

Management Responsibilities:

- Under the guidance of the BICS/Child & Family Early Help senior leadership team, to support the development of an integrated clinical model that attends to the diverse range of CYP mental health support services required to meet the needs of children, young people and their families
- Recruit, retain and develop a multi-disciplinary clinical workforce ensuring a balance of clinical disciplines, sound structures to manage demand and the right balance of skills, and expertise to deliver quality services at a high standard.
- To ensure that the multi-disciplinary team are provided with effective line management and appropriate supervision in line with professional and registration requirements.
- To ensure the integrated clinical service is subject to scrutiny that tests effectiveness and to support the development of strategies to meet identified gaps and improve services that are not achieving expected outcomes for children
- To manage professional development, sickness, annual leave and other employment related matters following policy and HR guidance.
- To carry out annual appraisals of line managed staff and recommend appropriate training courses in accordance with core competency requirements and the requirements of CPD.
- To provide specialist advice to teach, train, supervise, support and consult to members of other staff groups on psychological therapies theory and practice as appropriate.
- To receive regular clinical supervision in accordance with good practice guidelines and participate in CPD and other training activities keeping abreast with relevant research and national guidance.
- To be accountable for own professional actions and work within professional ethics and local authority policies.

Quality Assurance and Clinical Governance:

- To promote an ambitious culture of excellence and innovation through continuous evaluation and improvement
- To ensure adherence to NICE and other best practice guidelines
- To ensure that outcome monitoring is embedded, providing analytical and insight reports as required
- To ensure clinical risk is safety managed and support the development of clear pathways to specialist CAMHS for referral, joint work and treatment
- To ensure that children and young people are actively involved in the design, delivery and evaluation of services using co-production approaches and consultation measures
- To formulate and undertake clinical audit and research activities where appropriate.
- To maintain and update research, practice and supervision knowledge and skills.
- To use theory and research to inform evidence-based practice and drive clinical innovation and best practice.

Performance Management:

- To ensure children's clinical records are comprehensive and written with the child in mind for later life work or subject access.
- To ensure records are kept and maintained in line with Family Services' record keeping policy.
- To collate and report on the work and outcomes achieved in relation to the multi-disciplinary team at regular intervals and as required
- To be responsible for monitoring and communicating complex clinical information to a variety of audiences including children, young people and families, senior leaders, members, staff and key stakeholders both orally and in writing.
- To be responsible for the delivery of agreed performance objectives and ensure staff deliver to agreed quality standards in line with Family Services policies.
- To ensure staff receive regular professional supervision and appraisals which pay attention to their professional development in line with service needs and objectives.
- To participate in mandatory training when required, and working in accordance with local guidelines and policies, ensuring child protection is maintained as the highest context in all aspects of service delivery.
- To support the management of budgets for the integrated clinical service identifying risk and contributing to agreed efficiencies as required.

PERSON SPECIFICATION

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Location:	Colindale
Directorate:	Family Services
Grade:	L
Salary Range:	£64,839 - £72,294
Reports to:	Assistant Head of Service

Criteria	Essential/Desirable	Assessed by:
Professional Membership/Qualification		
Post-graduate / doctoral level qualification in: - Clinical / Counselling Psychology or - Qualification and experience as an accredited psychotherapist	Essential	Application
Advanced Supervision / Management qualification graduate level and relevant to post as Clinical Manager. Can include: Supervision / Leadership Training, further additional clinical supervisor/ management training.	Desirable	Application
The post holder will have current UK professional registration with the HCPC or accredited professional body.	Essential	Application
Experience & Knowledge		
Substantial post-qualification experience of working with children, adolescents, families and groups.	Essential	Application/Interview
Experience of working with a wide variety of client groups that reflect the full range of clinical severity	Essential	Application/Interview
Extensive experience of risk assessment and risk management	Essential	Application/Interview
Experience of working with safeguarding issues and contributing to training within a safeguarding environment	Essential	Application/Interview

Experience of working in diverse communities and environments	Essential	Interview
Demonstrable experience of providing clinical supervision in a multidisciplinary setting.	Essential	Application/Interview
Experience of capacity planning and waiting time management	Essential	Interview
Experience of outcome monitoring, audit, and research.	Essential	Application/Interview
Experience of line management in accordance with HR guidance and processes	Essential	Application/Interview
Experience of contributing to service development and improvement in complex organisations.	Essential	Interview
Experience of supporting the development, implementation, and evaluation of clinical innovation and initiatives that develop practice and improve outcomes for children.	Essential	Application/Interview
Proven track record of developing effective partnerships with key stakeholders	Essential	Interview
Experience of providing highly specialist consultation, training and presentations to a wide range of audiences.	Essential	Application/Interview
Experience of service user engagement	Essential	Application/Interview
Experience of change management including managing situations presenting with conflicting demands and changing needs.	Essential	Application/Interview
Experience of developing whole system care pathways.	Essential	Application/Interview
Skill & Ability		
A high level of clinical skill as relevant to working with children, young people and families	Essential	Application/Interview
Ability to compare and select from a range of treatment options, based on formulation	Essential	Application/Interview
Ability to provide and receive highly complex, sensitive or contentious information in a highly emotive and sometimes hostile atmosphere, in a range of relationships and settings.	Essential	Interview

Ability to provide clinical leadership and operational management across a range of disciplines	Essential	Application/Interview
Ability to provide clinical supervision at an advanced level, facilitating group processes and reflective practices.	Essential	Application/Interview
Ability to work effectively in wider professional contexts	Essential	Application/Interview
Ability to lead service developments in complex organisational environments	Essential	Interview
Ability to effectively communicate with key stakeholders	Essential	Interview
Ability to work autonomously, setting appropriate goals, in accordance with professional ethics and organisational guidelines	Essential	Application/Interview
Ability to contribute to service development at a management level	Essential	Application/Interview
Ability to work flexibly across service boundaries and to adapt approaches according to need	Essential	Application/Interview
Ability to innovate on the basis of theoretical knowledge and research	Essential	Application/Interview
Excellent communication skills, including report writing and presentations	Essential	Application/Interview
Ability to interpret complex data and to write and prepare comprehensive, concise and analytical reports	Essential	Application/Interview
Knowledge		
Advanced knowledge within own clinical discipline and sufficient knowledge of other disciplines / modalities to provide clinical management of a multi-disciplinary team	Essential	Interview
Broad theoretical knowledge base in the analysis of highly complex facts or situations to arrive at appropriate formulations An in-depth knowledge of clinical risk management systems and processes	Essential	Interview
Knowledge and understanding of legislative and practice guidance as relative to children and young people	Essential	Application/Interview
Up to date knowledge of NICE and other best practice guidelines	Essential	Application/Interview

Up to date knowledge of psychological therapies research relevant to the child and adolescent population	Essential	Application/Interview
Knowledge, understanding and clinical experience with people from diverse ethnic and cultural backgrounds and families with a high level of deprivation, social exclusion and marginalisation	Essential	Application/Interview
Knowledge of current developments within CYPMHS, in particular CYP IAPT, in accordance with NICE guidelines.	Essential	Interview
Highly developed understanding of diversity, equality, and inclusion and related policies and procedures	Essential	Interview
IT competent, including Microsoft Office Word and Excel, information management and recording systems.	Essential	Application/Interview
Personal Attributes		
Ability to manage competing priorities and demands of a management role	Essential	Interview
Ability as Clinical Manager and Supervisor to manage the impact of organisational change on self and others.	Essential	Application/Interview
Ability to motivate and inspire others	Essential	Interview
Ability to contain and work with organisational stress and to hold the stress of others	Essential	Interview
Ability to manage prolonged periods of concentration for teaching/supervision and clinical reporting	Essential	Interview
Ability to effectively manage a high level of exposure to highly distressing / highly emotional circumstances and exposure to traumatic circumstances	Essential	Application/Interview
Ability to manage hot-desking arrangements, frequent travel and to operate in a variety of work settings, including children's centres, schools and family homes.	Essential	Interview

Ability to manage effectively verbal aggression from service users, families etc and the risk of physical aggression	Essential	Interview
Ability to work effectively and contain others during periods of change	Essential	Interview
Respectful approach to children, young people, families, carers, colleagues and other professionals.	Essential	Interview
Willing to negotiate, compromise and handle professional disagreement effectively	Essential	Interview
Ability to engage others in meaningful debate about sensitive issues to achieve progression.	Essential	Interview
Ability to remain calm during crisis, at all times placing the safety and well-being of children and young people at the centre of all you do	Essential	Interview
Inclusive		
Personal Responsibility- I am curious about what is important to others around diversity. I reflect and act upon this curiosity to improve my own understanding	Essential	Interview
Engage with discomfort- I am open to and reflect on what makes me uncomfortable and use my engagement with others to challenge myself and constructively challenge others	Essential	Interview
Champion Diversity- I recognise the advantages and importance of equality, diversity and inclusion in delivering outcomes for children, young people, and families, and take an active role to ensure they are implemented and integrated in everything I do.	Essential	Interview
Collaborative		
One Team- I actively and purposefully build my network of relationships with people across the Council and with partners. I proactively seek feedback and	Essential	Interview

evidence as a way of learning from and improving the way I work with others		
Accountable- I accept responsibility for my own actions and decisions, and demonstrate commitment to ensuring these align to what is best for Barnet	Essential	Interview
Outcomes Focused- I adapt my way of working to best suit the outcome we are trying to achieve within the scope of my role and professional standards	Essential	Interview