

Child and Adolescent Therapist Applicant Information

Job Title:	Child & Adolescent Therapist
Accountable to:	Clinical Manager – Bridge Psychotherapy Service
Salary:	Flexible PAYE: £33.90 - £42.78 per session including holiday allowance – see below (PAYE: £28,643.68 - £36,159.10 - pro rata)
Hours:	Minimum of 9 sessions per week (2 days including meetings)
Location:	The Bridge Foundation, 13 Sydenham Road, Bristol BS6 5SH

Job overview

To offer assessments, brief interventions or longer term psychoanalytic / psychodynamic psychotherapy for children, parents and families. Some of these cases will have been commissioned by Social Services, the Adoption Support Fund or by other commissioners.

Roles and Responsibilities

- To carry a caseload of clients who are attending the Bridge Psychotherapy Service. This caseload will be a combination of psychodynamic / psychoanalytic psychotherapy for individual children and young people, therapeutic parent support and work with families. All work at The Bridge Foundation is informed by a psychodynamic / psychoanalytic approach: the structure of the session is determined largely by what the client brings into the room (consciously or unconsciously), the therapist does not impose an agenda / structure and is paying attention to the dynamics in the room, the verbal and non-verbal communication and (where appropriate) expression through play.
- To undertake complex clinical assessments both for external audiences (e.g. a report for a school / social services) and also assessments to determine

suitability for psychotherapy or to determine the most effective way of working (e.g. dyadic work, whole family work, individual psychotherapy)

- To keep accurate clinical records, organise appointments and liaise appropriately with clients and complete necessary paperwork
- To participate in fortnightly team meetings and group supervision meetings
- To attend and participate in termly whole staff meetings and staff clinical meetings and participate in the continuing professional development programmes
- To attend regular mandatory Child Protection Training
- To attend and actively participate in line management and annual appraisal with the Clinical Manager
- To contribute to evaluation and monitoring requirements of the Bridge Foundation as required
- To provide monitoring information, reports and clinical audits as required.
- To comply with the Bridge Foundation's clinical, administration, management and financial policies and procedures.
- To comply with the Bridge Foundation policies, procedures and guidelines including those related to equal opportunities, confidentiality of information, child protection and record keeping.
- This job description reflects the present requirements of this post and as duties and responsibilities change and develop the job description will be reviewed and be subject to amendment in consultation with the post holder.
- The post holder will be required to have an enhanced DBS disclosure.

Flexible PAYE Arrangement

On a flexible PAYE arrangement you will be paid at a rate of £31.84 - £39.73 (depending on band) for each client session which includes payment for attendance at fortnightly supervision and business meetings. This fee also includes time spent on the provision of direct services, associated case notes, other administration and any continuing professional development undertaken at the request of the Service Lead as essential to the provision of an effective service. Attendance at staff meetings will be paid at £15.74 - £19.86 per hour.

Holidays

32 days plus bank holidays pro rata. For a flexible PAYE arrangement as your hours vary you will be paid a holiday allowance each session. This will be worked out as

a proportion of full time equivalent holiday accrual and is currently £2.42 - £3.05 per session, depending on band.

Person Specification

Essential Experience / Qualifications

- A qualification in psychodynamic therapy / counselling, or a therapy / counselling training which included a psychodynamic element which has been followed by post qualification additional psychodynamic training and / or experience
- Registration with ACP, BPC, BACP, UKCP or other appropriate professional body
- Extensive experience of working as a psychodynamic therapist with children, young people, parents and families – some or all of this experience may have been gained during training.
- Substantial experience of assessment and treatment of complex cases for psychotherapy.
- Experience of working effectively as part of a team.
- Experience of liaison with statutory and other external organisations
- Experience of personal psychoanalysis / psychodynamic psychotherapy

Knowledge / Understanding

- An excellent understanding of the theory and practice of psychoanalytic psychotherapy.
- A thorough understanding of child development and child / young person mental health.
- Understanding of mental health, social and primary care services.
- A psychodynamic understanding of working with individuals and with families / relationships
- Understanding and commitment to the aims, objectives and ethos of the Bridge Foundation.

Skills / Abilities

- Excellent inter-personal skills and ability to work sensitively with a wide variety of people at all levels
- Ability to have a calm and thoughtful approach to issues of clinical risk.
- Ability to take initiative and work independently as well as the ability to work as part of a team.
- Ability to keep and maintain accurate records and evaluation monitoring and to produce accurate reports
- Ability to be self-administering in terms of IT, including the clinical database, Microsoft Word and email / room booking systems.
- To manage a busy workload and to work alongside the office staff and referrals co-ordinator to ensure a smooth provision of appointments.
- Strong written and verbal communication skills including the ability to make a substantial contribution to clinical discussion

- A flexible attitude to the demands of the post and the needs of the organization.

Desirable

- Experience of offering clinical supervision
- Experience of
 - working as a therapist individually with adults
 - family work
 - working with couples

OTHER INFORMATION**Equal opportunities**

The post holder must at all times carry out her/his responsibilities with due regard to The Bridge Foundation Equal Opportunities Policy.

Health & safety

All employees are subject to the Health and Safety at Work Act. The post holder is required to pro-actively comply with their duties as described by The Bridge Foundation Health and Safety Policy.

Confidentiality

All employees are required to work in a confidential manner in all aspects of their work and with due regard to The Bridge Foundation Confidentiality Policy.

Child Protection

The protection of children and vulnerable adults is a core value of The Bridge Foundation and all staff working with children and vulnerable adults are required to attend Child Protection Training delivered by Bristol Safeguarding Board