

**JOB DESCRIPTION:
Senior Practitioner (Integrated Community Response)**



Job title:	Senior Practitioner (Integrated Community Response)
Grade:	NJC point 27 - 32, £35,745 - £40,221.00 p.a. (pro rata).
Contract end date:	Fixed term 12 months - subject to funding.
Annual Leave:	27 days per annum (pro rata)
Responsible to:	Service Manager (ICR)
Location:	Office base in central Manchester, remote and community locations across Greater Manchester
Hours of work:	37.5 hours per week
Job Summary:	<p>42nd Street’s vision is for accessible inclusive services for all. We are an award-winning Greater Manchester charity which support young people aged 11-25 years with their emotional wellbeing and mental health, promoting choice and creativity. We champion young person-centred approaches that demonstrate local impact and have national significance.</p> <p>The ICR Service places mental health practitioners across Manchester and Salford and parts of Greater Manchester in settings where young people regularly present with psycho-social distress and risk. A holistic family-centred approach, ICR combines a 5 session model of de-escalation support We work with partners who deliver welfare, advice and guidance for families (Mind in Manchester and Salford MIND) and e-therapy (Self Help Services), with wrap-around support from social care / early help or other partnership organisations. You will work at a delivery and operational level, leading and managing staff based in a range of settings both statutory and VCSE. You will also hold a caseload of young people, delivering high-quality short term, solution focused de-escalation interventions aligned with the ICR model.</p> <p>Reporting to the Service Manager and working in close liaison with the Management Team you will support the work of the ICR team (across the various projects and settings) and alongside the management and leadership team will integrate these approaches into the wider 42nd Street offer for young people. The services and projects at 42nd Street are effective and reflect high standards of practice through effective communication with staff, other agencies and service users. You will ensure that approaches to the ICR service reflect the expressed needs and rights of young people as experts in their own lives, coupled with national best practice and standards that improve effectiveness and efficiency.</p> <p>You will contribute to building a robust and compelling evidence base that continues to demonstrate improved recovery and wellbeing, increased resilience, improved and increased accessibility and opportunities for young people and increased awareness. You will play a pivotal role as Senior Practitioner, ensuring clear lines of communication between the leadership team and frontline practitioners, and in doing so, support the ongoing development and expansion of our ICR services. Alongside the Service Manager, you will improve the inclusiveness of the service and meet the aims and objectives set out in our Business Plan, ensuring that we are a responsive service to the changing needs of young people and the changing external environment that we are operating in.</p>
Date:	19/03/2024
Version:	FINAL
Author:	Tim Eaton / Karina Nyananyo

KEY TASKS - Specific to the post holder

1.0 CLINICAL

- 1.1. Accept referrals via agreed protocols within the service
- 1.2. Conduct de-escalation meetings with young people, mostly face to face, but where necessary over the telephone.
- 1.3. Work with young people to identify and access suitable and timely support across health, social care and VCSE sector services
- 1.4. As part of the 42nd Street Duty team make decisions on suitability of referrals, participate in 42nd Street's referral screening process, refer unsuitable clients on to the relevant service or direct inappropriate referrals back to the referral source as necessary.
- 1.5. Formulate, implement and deliver intervention plans with young people and partners.
- 1.6. Use highly developed communication skills in working with young people to understand their personal and often very sensitive difficulties and where appropriate advocate with them and on their behalf.
- 1.7. Exercise autonomous, professional responsibility for the assessment and therapeutic support of young people in line with the service.
- 1.8. Educate and involve family members and others in project settings where appropriate, conveying relevant information with sensitivity and in easily understood language.
- 1.9. Adhere to an agreed activity contract relating to the number of therapeutic sessions offered, and sessions delivered per week in order to minimise waiting times and ensure that support remains accessible and convenient.
- 1.10. Attend multi-disciplinary meetings and support the workforce development across the project.
- 1.11. Complete all requirements relating to data collection within the service and support others where necessary.
- 1.12. Keep coherent records of all therapeutic activity in line with service protocols and support others to do the same.
- 1.13. Work closely with other members of the ICR team, in specific identified settings, across 42nd Street and across the wider partners, ensuring appropriate step-up and step-down arrangements are in place to maintain a stepped care approach.
- 1.13. Liaise with other health and social care staff from a range of agencies in the support of young people, ensuring integrated and joined up care plans centred around young people's needs.
- 1.14. Using supervision to reflect and identify areas for personal and professional development.
- 1.15. Be a member of the Duty Management team to support 42nd Street's Duty/Co-Worker system.

2.0 TRAINING AND SUPERVISION

- 2.1 Attend and fulfil any and all requirements in relation to the development of supervision skills, participating in appropriate training and development opportunities.
- 2.2 Ensure ICR service practitioners at 42nd Street have access to regular and appropriate clinical and line management supervision. You will be allocated a number of staff for whose line management supervision you will be responsible.
- 2.3 Ensure ICR service practitioners are kept up to date with current role requirements with support from service managers and the executive.
- 2.4 In collaboration with the Service Manager, support the induction of new staff and students.
- 2.5 Alongside the Service Manager ensure ICR service practitioners, and where relevant, students, have access to and hold an appropriate and manageable case load.

3.0 PROFESSIONAL

- 3.1 Ensure the maintenance of standards of practice according to 42nd Street and any regulating, professional and accrediting bodies (e.g. BACP, HSCIC, BPS, UKCP, BABCP), and keep up to date on new recommendations/guidelines set by the Department of Health (e.g. NHS plan, National Service Framework, National Institute for Clinical Excellence).
- 3.2 Ensure that young people's confidentiality is protected at all times.
- 3.3 Be aware of, keep up to date with and communicate internally all advances in the spheres of ICR support and other psychological interventions with a view to 42nd Street being a beacon of good practice in this field.
- 3.4 Ensure clear professional objectives are identified, discussed and reviewed on a regular basis as part of continuing professional development (CPD).
- 3.5 Attend external clinical, internal managerial supervision and team meetings on a regular basis as agreed with your Manager.
- 3.6 Participate in individual performance review and respond to agreed objectives and contribute to the performance review/management of colleagues where appropriate.
- 3.7 Keep up to date all records.
- 3.8 Attend relevant conferences / workshops and training in line with identified professional objectives.
- 3.9 Participate in service improvement by highlighting issues and implementing changes in practice.

4.0 ADVISORY / LIAISON

- 4.1 Provide specialist advice and consultation to other professionals / individuals / groups across the ICR service partnership, and other agencies regarding service matters related to the practice and delivery of specific agreed therapeutic modalities and service provision.
- 4.2 Develop and maintain links with statutory and voluntary sector agencies in order to inform an effective ICR service within 42nd Street.

2. Shared with other senior staff and the Management Team:

- 2.1 To contribute to the development and implementations of the Business Plan, Management Action Plans, Work Plans and ongoing monitoring, evaluation and continuous improvement.
- 2.2 To be aware of, advice, give direction and ensure compliance with legal requirements and internal policies within a changing financial and political arena.
- 2.3 To be involved in the recruitment of staff as appropriate.
- 2.4 To be a member of the Duty Management system.
- 2.5 To provide regular reports of your work and the work of the service when required.
- 2.6 To attend and facilitate internal and external meetings as required as well as training events, conferences, making presentations, other contributions and dissemination as necessary.
- 2.7 To contribute to the effective implementation of all 42nd Street's policies and procedures, particularly those relating to Information Governance, Equity, Diversity and Inclusion, Health & Safety, Confidentiality, Youth Protection and Vulnerable Adults.
- 2.8 To at all times undertake your role and responsibilities in a professional manner maintaining a high quality standard of work and to always work with the aims, objectives, values and ethos of 42nd Street.
- 2.9 To ensure that the building and equipment are maintained to a safe standard and those problems are reported appropriately and that security arrangements are maintained at all times.
- 2.10 To be involved in the management of 42nd Street's resources as appropriate.

3. Shared with all workers:

- 3.1 To ensure that the values and principles underlying the organisation's mental health and emotional well-being support with young people are maintained and developed. These include an active commitment to anti-discriminatory practice and to ensuring that services are accessible to those young people who are often excluded from such services, for example, black young people, disabled young people, gay, lesbian, bisexual and trans young people.
- 3.2 To contribute to ensuring that young people have a voice within 42nd Street to effectively influence internal practice and policy and practice and policy at a local, regional and national level
- 3.3 To be aware of and ensure compliance with legal requirements and internal policies with particular reference to information governance, data protection, confidentiality, health and safety, and safeguarding children and vulnerable adults.
- 3.4 Ensure the maintenance of standards of practice according to 42nd Street and any regulating, professional and accrediting bodies (e.g. BPS, BACP, HCPC, HSCIC, UKCP, BABCP).



- 3.5 To contribute to the development of 42nd Street through active involvement in team meetings, consultations and other relevant systems and structures.
- 3.6 To maintain all relevant information systems including monitoring, recording and personnel systems.
- 3.7 To be involved in staffing 42nd Street's Welcome Team.
- 3.8 To participate in managerial and external supervision and have an active involvement in professional development opportunities at 42nd Street
- 3.9 To maintain safe systems of work at all times and take care of your own safety, and that of colleagues and others who may be affected by your activities.
- 3.10 To undertake any other duties that may be required which are commensurate with your role.
- 3.11 To undertake any requests made by the Management Team at 42nd Street that is relevant to this post.
- 3.12 To provide some of your work at times other than office hours so that the service is accessible. This means regular evenings until 7.30pm (up to two per week) and some weekends.

This is not an exhaustive list of duties, only a general guide to the post. In consultation with the post-holder, the duties may change from time to time to reflect the changing needs of the service.

**PERSON SPECIFICATION:
Senior Practitioner (Integrated Community Response)**



Note to applicants: The ideal post holder should meet all the essential requirements detailed below. Consideration will be given to desirable requirements if there are more than 6 candidates who meet all the essential requirements. With reference to the requirements under **item 5** where it is referenced 'application' it is sufficient to **indicate agreement** to commit to the identified professional areas.

	SELECTION CRITERIA	METHOD OF ASSESSMENT	ESSENTIAL	DESIRABLE
1.0	Key Criteria			
	The successful candidate will have:			
1.1	A belief in and a working commitment to young people in the area of emotional wellbeing and mental health.	<ul style="list-style-type: none"> ▪ Application Form ▪ Interview 	x	
1.2	A 'can do' attitude to challenges.	<ul style="list-style-type: none"> ▪ Application Form ▪ Interview 	x	
1.3	A belief in and commitment to implementing equality by ensuring that employment practice, service design and delivery are both inclusive and diverse.	<ul style="list-style-type: none"> ▪ Application Form ▪ Interview 	x	
2.0	Training, Qualifications & Experience			
	The successful candidate will have:			
2.1	A relevant professional qualification in Social Work or Youth & Community Work at Graduate Level or the equivalent.	<ul style="list-style-type: none"> ▪ Application 	x	
2.2	Advanced professional training / qualifications in the field of mental health.	<ul style="list-style-type: none"> ▪ Application 		x
2.3	Training and/or experience in providing supervision to staff, students or volunteers.	<ul style="list-style-type: none"> ▪ Application ▪ Interview 		x
2.4	A minimum of 2 years' post-qualifying experience in providing effective and empowering individual psycho-social support to young people (11 - 25 year olds) experiencing difficulties with their emotional wellbeing and mental health.	<ul style="list-style-type: none"> ▪ Application ▪ Interview 	x	
2.5	Experience of working with vulnerable young people, from a diversity of backgrounds and with complex lives and/or with mental health difficulties.	<ul style="list-style-type: none"> ▪ Application ▪ Interview 	x	
2.6	Experience of working alongside young people to plan, develop and evaluate support plans, using young person-centred approaches.	<ul style="list-style-type: none"> ▪ Application ▪ Interview 	x	
2.7	Experience in working closely with a variety of multi-disciplinary professionals across disciplines and sectors.	<ul style="list-style-type: none"> ▪ Application ▪ Interview 	x	
2.8	Experience of developing and delivering training to a variety of audiences.	<ul style="list-style-type: none"> ▪ Application ▪ Interview 	x	
2.9	Experience of project management, delivering specific outputs and outcomes within agreed timescales.	<ul style="list-style-type: none"> ▪ Application ▪ Interview 		x

3.0 Knowledge				
The successful candidate will be able to demonstrate knowledge and understanding of:				
3.1	Understanding of the personal, social and cultural factors that can impact on young people's experience of mental health difficulties.	<ul style="list-style-type: none"> ▪ Application ▪ Interview 	x	
3.2	Knowledge of the broad issues surrounding emotional wellbeing / mental health and resilience for young people across Greater Manchester.	<ul style="list-style-type: none"> ▪ Application ▪ Interview 	x	
3.3	Proficient ICT skills including use of Microsoft Office applications.	<ul style="list-style-type: none"> ▪ Application 	x	
3.4	A working understanding of risk management including safeguarding, confidentiality, information governance and data protection.	<ul style="list-style-type: none"> ▪ Application ▪ Interview 	x	
4.0 Skills & Abilities				
The successful candidate will be able to:				
4.1	Engage young people individually and in groups using young person centred methods, models and processes.	<ul style="list-style-type: none"> ▪ Application ▪ Interview 	x	
4.2	Liaise with and develop key relationships with partners and colleagues.	<ul style="list-style-type: none"> ▪ Application ▪ Interview 	x	
4.3	Work in a way that engages and demonstrates consistent commitment to issues of equality and diversity.	<ul style="list-style-type: none"> ▪ Application ▪ Interview 	x	
4.4	Communicate positively, effectively and sensitively in person and in writing with a variety of audiences.	<ul style="list-style-type: none"> ▪ Application ▪ Interview 	x	
4.5	Plan, organise and prioritise own workload and manage time effectively.	<ul style="list-style-type: none"> ▪ Application ▪ Interview. 	x	
5.0 Professional Commitment				
The successful candidate should be able to demonstrate commitment to:				
5.1	Commitment to the involvement and participation of young people in identifying and developing the service, new initiatives and projects.	<ul style="list-style-type: none"> ▪ Application form ▪ Interview 	X	
5.2	Ensuring that a commitment to and practice centred on equity, diversity and inclusion are reflected in all aspects of work.	<ul style="list-style-type: none"> ▪ Application 	X	
5.3	Demonstrate an openness and commitment to personal and professional development.	<ul style="list-style-type: none"> ▪ Application Form ▪ Interview 	X	
5.4	Recognition of the need to be accountable for work through supervision, performance management and other relevant processes.	<ul style="list-style-type: none"> ▪ Application 	X	
5.5	Work as part of a team, contributing to 42 nd Street's effectiveness, quality of services, skills and expertise.	<ul style="list-style-type: none"> ▪ Application 	X	
5.6	Willingness to work evening and weekends as required.	<ul style="list-style-type: none"> ▪ Application Form 	X	
5.7	Working at locations across Greater Manchester and be prepared to work some evenings, weekends and anti-social hours.	<ul style="list-style-type: none"> ▪ Application 	X	