



Person specification			
Post title	MST-CAN Therapist	Grade	K
Service Area	Children's	Section/team	MST-CAN Team

***** This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months *****

Shortlisting Number	Criteria	Essential\Desirable	Method of assessment
Skills, knowledge, experience			
S1	Securing and maintaining the engagement of families and children	Essential	A, E, I
S2	Assessment, planning and reviewing with families and their wider ecology	Essential	E, I
S3	Ability to assess and manage risk and keep calm in risky and volatile situations to defuse risk	Essential	A, I
S4	Skills in clear and concise record keeping using electronic data recording systems	Essential	A
S5	Organisational skills and ability to prioritise a competing workload	Essential	A
S6	Ability to work to strict deadlines	Essential	A
S7	Knowledge of the legal framework governing work with children and families	Essential	A, I, E
S8	Extensive knowledge of child safeguarding procedures and statutory guidance and the ability to apply this in practice	Essential	A, I, E
S9	Knowledge of relevant psychological approaches as they apply to working with children and families such as pragmatic behavioural interventions, structural and strategic family therapy and/or systems theory	Essential	A, I, E
S10	Knowledge of the use of CBT based interventions with children and their families	Essential	A, I, E

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S11	Knowledge of child development research and its application in treatment	Essential	A, I, E
S12	Experience of working with young people/families presenting high levels of risk	Essential	A
S13	Experience of engaging children and families with multiple and complex problems and challenging behaviours	Essential	A, I, E
S14	Experience of therapies to deal with common clinical problems within MST-CAN, e.g., criminal behaviours, family conflict, parental mental health concerns, drug use, truancy, including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.	Essential	I, E
S15	Implementation of interventions within or between systems in the young person's or family's community that affect or influence the behaviour of the young person and family (i.e., family, peer, school and neighbourhood)	Essential	I, E
S16	Experience of multi agency working and taking the clinical lead in delivering intervention	Essential	A, I, E
Personal attributes and circumstances			
P1	Integrity - ability to be open and honest, to maintain high standards of personal behaviour and display strong moral principles	Essential	I, E
P2	Accountability - willingness to take personal responsibility for your actions and decisions, and to understand the consequences of your behaviour	Essential	I, E
P3	A demonstrable willingness to share information and work with other people.	Essential	A, I, E
P4	Respect - a strong desire to treat people with care and dignity, observing the rights of other people, and helping and supporting others where you can	Essential	I, E
P5	The ability to engage with children, young people, their families and carers	Essential	I, E
P6	Ability to work flexibly outside working hours	Essential	I, E
P7	Demonstrate an understanding of sharing Information and evidence in relevant practice	Essential	A, I, E
P8	Self motivated and resilient	Essential	A, I

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P9	Willing to carry out urine tests to detect the use of drugs or alcohol	Essential	I
P10	Ability to tolerate ongoing constructive feedback with the aim of improving adherence to the model	Essential	I, E
P11	Able to work evenings and weekends as required	Essential	A, I
P12	Ability to be available to provide 24/7 on-call cover for families	Essential	A, I
P13	Must have valid driving licence and be able to travel around the borough using private transport or alternative method of transport	Essential	A
Communication			
C1	A demonstrable willingness to share information and work with other people, including the ability to listen, communicate with and understand others, taking account of other people's points of view.	Essential	I, E
Qualifications			
Q1	Professional qualification in social work, youth offending, mental health, psychology, counselling, nursing or related professional field to degree level or above	Essential	A
Health and safety			
H1	Ability to use equipment as instructed and trained Ability to inform management of any health and safety issues which could place individuals in danger	Essential	I

A = Application form C = Certificate E = Exercise I = Interview P = Presentation AC = Assessment Centre T = Test

Date	Approved by authorised manager	Designation
May 2018	Dionne Atkinson	Head of Integrated Working

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Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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