



Role Profile

MULTISYSTEMIC THERAPY PROGRAMME MANAGER			
Reference No.	I233.02	Type	Individual
Service	Children and Families		
Job Family	Service Manager	Grade	FC11

Purpose
Responsible for the development, delivery and clinical governance of this highly specialist, 24-hour service to young people and families across Fife, including budgets; line management; clinical supervision; highly specialist care planning and clinical delivery. To sustain and demonstrate compliance of the service and of individual staff members with the standards and processes required to hold a licence for the delivery of a MST service.

Task or Responsibility - For this role, there is an expectation that all, or a combination, of the following will be undertaken:	Person Specification: Skills, Knowledge, Qualifications or Experience - Criteria can apply to more than one task or responsibility	E	D
Undertaking managerial leadership to ensure the effective delivery of Multisystemic Therapy in Fife, including highly specialist assessment, care planning and intervention service for young people with the most significant offending, behavioural and emotional difficulties.	<p>Educated to SCQF level 11, Professional qualification and Registered Social Worker or Registered Psychologist (clinical, counselling/forensic)</p> <p>Registration with relevant professional body e.g. HCPC, SSSC</p> <p>Leadership and performance management skills (Deliver results - See 'How We Work Matters' Framework)</p>	<p>✓</p> <p>✓</p> <p>✓</p>	
Exercising responsibility for the systematic governance of practice within the service. Maintaining the workload capacity of the team and the actual workload to MST advised workload levels.	Experience of operating systems of monitoring and evaluation to assess team performance.	✓	

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Ensuring effective collection and interpretation of necessary performance and quality assurance measures (as required per licence agreement), undertaking appraisals/ reviews of staff members and negotiating agreed CPD plans. Leading, advising and participating in professional recruitment of staff members to the service.	Knowledge of relevant national policies and their implications for service development (Take ownership) Experience of developing and implementing policy on effective practice	✓	
Autonomously anticipating problems and/or needs within the MST service and taking steps to resolve them.	Experience of influencing and developing services		✓
Collaborating with senior stakeholders both internal and external to the council including: Social Work, Education, Police, NHS Fife, Third Sector organisations, MST Services/MST UK, NHS Education Scotland and other MST teams in Scotland (e.g. Edinburgh), in order to ensure a healthy referral stream, cost-effective, quality assured delivery of the multi-systemic therapy model in Fife and Scotland. Supporting MST staff to do likewise, maintaining a strength-focused approach to achieving strong working relationships with partners.	Partnership Working skills (Work together)	✓	
Communicating the approach of MST, ensuring that colleagues and staff in relevant services have a clear understanding of MST in the Fife and Scottish context, including in terms of Getting it Right for Every Child.	Substantial post qualifying experience which must include work with young people and families	✓	
Undertaking Budgetary responsibilities and being an authorised signatory for the MST budget and making budget plans in liaison with the Social Work Service Manager.	Experience of managing or monitoring budgets		✓
Providing guidance to MST Support officer on data collection and other responsibilities.	IT skills in relevant software packages including MS Office (Embrace technology and information)	✓	
Providing clinical and professional supervision to MST staff individually and as a group, ensuring adherence to MST principles and the MST analytic process.	Clinical supervisory skills	✓	
Providing supervision and guidance to teams on an on call basis. In exceptional circumstances this may require a call out to support the duty practitioner when an out of hours call is agreed.	Experience of implementing evidenced-based practices such as MST, CBT, Behavioural parenting interventions, pragmatic family therapies (Focus on customers)	✓	

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Undertaking Treatment and specialist consultation and when necessary, carrying a small clinical caseload.			
Providing specialist assessment and treatment of young people with conduct problems and their families.	Experience of providing consultation to others		✓
Working autonomously within professional guidelines and the framework of the Departments' policies and procedures.			
Providing specialist advice, consultation and training in pragmatic psychological interventions such as cognitive behaviour therapy, family therapy and behavioural parenting programmes to the MST teams when required and to other agencies with regard to young people with serious antisocial/offending behaviour.	Experience of teaching, training and/or professional and clinical supervision	✓	
Contributing to the management of the referral procedures for a range of intensive services.			
Undertaking Service development/strategy, leading and implementing audit, policy, service development and research to evaluate MST service outcomes during intervention and 18 month follow-up, assuring focused, cost-effective effort toward client outcomes and program goals.			
Using the results of such audit and research functions to inform policy and management of development needs of the service and other agencies and groups working in the area of severe conduct problems/offending behaviour.	Statistical and research skills	✓	
Contributing to planning and strategy by having input to multi-agency and multi-disciplinary strategic groups in relation to the development of services, particularly for children/young people with significant and serious behavioural problems.	Multi-media skills for presentations in public and professional settings	✓	
Undertaking all other duties as required for the role. Duties will be in line with the grade.			

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Additional tasks or responsibilities – this is a generic role, however this particular job may also require you to undertake the following:

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Type of Protection of Vulnerable Groups Scheme (PVG Scheme) or Disclosure Check required

Type of Protection of Vulnerable Groups (PVG) or other Disclosure check (choose only one).	PVG Children <input checked="" type="checkbox"/>	PVG Protected Adults <input type="checkbox"/>	PVG Both <input type="checkbox"/>	None <input type="checkbox"/>
	Basic Disclosure <input type="checkbox"/>	Standard Disclosure <input type="checkbox"/>	Enhanced Disclosure <input type="checkbox"/>	

Additional Information – the following information is available:

- Skills Framework (if applicable)
- **How** we work matters

Expected Behaviours – It is essential that you display the following behaviours as they are expected of all our employees:

- Take Ownership
- Focus on Customers
- Work Together
- Embrace Technology & Information
- Deliver Results