



Role Profile

MULTI SYSTEMIC THERAPY SUPERVISOR

Reference No.	I614.01	Type	Individual
Service	Children and Families		
Job Family	Team Manager 3	Grade	FC10

Purpose

To ensure the efficient and effective operation of the MST Team, in line with the requirements of the MST Programme and in pursuit of the Council's strategy to reduce the number of young people who are looked after and accommodated. MST is a 365 day, 24/7 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 line management ensuring the effective delivery of MST in Fife, including highly specialist assessment, care planning and intervention service for young people with the most significant offending, behavioural and emotional difficulties.	Educated to SCQF level 10 which includes Post Graduate qualification in psychology, masters in social work or equivalent professional qualification	✓	
Providing clinical and professional supervision to MST staff individually and as a group, ensuring adherence to MST principles and the MST analytic process.	Further specialist post qualifying training, supervision and experience in specific therapeutic approaches and/or specific client groups, supported by a programme of professional development Workers new to the role must gain registration with the relevant regulatory body within six months of the start date	✓ ✓	

E = Essential Criteria D = Desirable Criteria

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	<p>In depth understanding of the MST theoretical rationale and the MST analytic process</p> <p>Experience in the delivery of MST with the ability to demonstrate good outcomes and a high level of model fidelity (Focus on customers – See ‘How We Work Matters’ Framework)</p> <p>Significant experience of providing clinical supervision and line management</p> <p>Clinical supervisory skills</p> <p>Organisational skills to enable working to deadlines</p> <p>Ability to provide a regular and effective service</p>	<p>✓</p> <p></p> <p></p> <p>✓</p> <p>✓</p> <p>✓</p>	<p></p> <p>✓</p> <p>✓</p> <p></p> <p></p>
<p>Undertaking treatment and specialist consultation and when necessary, carrying a small clinical caseload.</p>	<p>Communication skills</p> <p>Report writing skills</p>	<p>✓</p> <p>✓</p>	<p></p> <p></p>
<p>Exercising responsibility for the assessment and risk analysis of the team’s caseload.</p>	<p>Knowledge and specialist experience of the implementation of at least two of the following:</p> <ul style="list-style-type: none"> • Family systems theory and application • Social ecological theory and application • Behavioural therapies theory and application • Cognitive behavioural therapy theory and application 	<p>✓</p>	<p></p>

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	<ul style="list-style-type: none"> • Pragmatic family therapies theory and application • Child development research and its application in treatment • Social skills assessment and intervention • Implementation of interventions within or between systems in the youth's natural ecology that influence the behaviour of youth (i.e. family, peer, school and neighbourhood) (Take ownership) <p>Experience of assessment, development and implementation of care and support plans (Deliver results)</p>	✓	
<p>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.</p>			
<p>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. Engaging in any future research related projects as directed by MST Programme Manager.</p>	<p>Experience of monitoring and interpretation of data and provision of clear reporting of said data</p> <p>Knowledge of the application of research to program design</p> <p>Experience to manage and monitor projects effectively and set clear objectives for the review of individual and service level performance</p>	✓ ✓ ✓	

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	IT skills (Embrace technology and information)	✓	
Advising and participating in professional recruitment of staff members to the service.			
Supporting therapists to integrate skills gained in MST quarterly booster sessions (delivered by external MST Consultant) into daily practice.			
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	✓	
Contributing to the management of the referral procedures for a range of intensive services.			
Providing supervision and guidance to teams on an on call basis, through the participation of a back-up Supervisor on call rota. In exceptional circumstances this may require a call out to support the duty practitioner when an out of hours call is agreed.	Ability to provide a regular and effective service	✓	
Collaborating with relevant stakeholders to maintain strong working relationships with partners and supporting MST staff to do likewise.	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.	Experience of working across professional boundaries with young people and their families where challenging, criminal or anti social behaviour are factors	✓	
	Substantial post qualifying experience which must include work with young people and families	✓	
Working autonomously within professional and national guidelines and the framework of the Departments' policies and procedures.	Knowledge of relevant local and national policies and legislation re Children and Young People	✓	
	Knowledge of Child and Adult Protection Guidelines and information sharing guidelines	✓	
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 type="checkbox"/>	PVG Protected Adults <input type="checkbox"/>	PVG Both <input checked="" 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