

## Job Description March 22

---

**Child & Adolescent Psychotherapist/ Psychodynamic Psychotherapist Working with Children, Young People and Families – The post: To undertake one day of clinical work with young people aged 12-19, parents and carers in Open Door’s core service and one day in the Haringey Autism Hub (#ActuallyHaringey) providing psychotherapy to autistic young people aged 16-25.**

**Responsible to: The Clinical Director**

**Hours: 2 days per week (15 hours) 0.4 FTE Successful applicants are expected to work some after school times (4-7pm). Ideally, they would also be able to attend the team meeting on Tuesdays 1.00-2.00pm**

**Salary: £40,000 to 42,000 (pro rata) depending on experience**

**Contract: Initial 12 month fixed-term (with the expectation of extension)**

### About Open Door

Open Door is a not-for-profit organisation providing a range of free and confidential psychological therapies to young people aged 12-24, and a separate consultation service for parents of teenagers and young adults aged 12-21. Last year we worked with over 800 young people, parents and carers offering around 8,000 appointments.

Open Door is based in Haringey, North London, home to some of the most deprived and also some of the most affluent communities in the capital. We are committed to providing a service across the borough – from our main bases in Crouch End and Tottenham as well as in secondary schools and online.

Open Door offers treatment to adolescents and young adults on a brief, medium and longer-term basis. Whilst most of our Child & Adolescent and Adult Psychotherapists have undertaken psychoanalytic based trainings, we also offer CBT and Mindfulness Based Therapy and specialist trauma focussed therapies including EMDR. The clinical team currently comprises 27 therapists, many of whom are NHS trained and all of whom are professionally accredited.

Since 2000 Open Door has run an innovative **Parenting Teenagers Project (PTP)**, which is targeted at parents of young people aged 12-21 where the parent is concerned about a teenager who will not seek and access help in their own right. Open Door has developed a fully evaluated brief model of parent work – the *Open Door Approach to Parenting Teenagers* (APT). The post-holders will be expected to undertake work with parents and carers and may also be able to undertake training in the Open Door manualised model.

Open Door continues to evolve in response to what we learn from listening to young people and is committed to ongoing service innovation. Current targeted projects include **New Narratives** – working with young people and families affected by serious youth violence, and a partnership project with Haringey’s new **Autism Hub** to provide therapeutic support for young autistic adults. Open Door also currently delivers services in secondary schools offering a range of therapeutic interventions to students as well as consultation and training to staff. Open Door also provides training placements for ACP (Association of Child Psychotherapists) accredited trainees and Psychodynamic Psychotherapists Working with Children, Young People and Families as well as those undertaking trainings in psychology, and those on CYP-IAPT and other NHS funded trainings.

Open Door works across all THRIVE quadrants / tiers 2-3, with the majority of service users (c80%) scoring in the moderate to severe range in validated outcome measures (PHQ-9, SDQ and CORE). Given the high level of severity and complexity of presentations, Open Door works closely with CAMHS, AMHS and Social Care to ensure the best possible care for its patients.

## Open Door

Open Door is funded by the NHS, Local Authority, charitable trusts, and donations. Though Open Door is part of the Single Point of Entry for professional referrals to Haringey CAMHS, we endeavour to ensure that all our services are as accessible as possible. Around 65% of young people refer themselves to Open Door.

This is an exciting time to join the organisation. Open Door's reputation as a key provider of mental health services to adolescents and young adults in Haringey is very high. Service delivery, service in terms of appointments offered and young people seen, has reached unprecedented levels. Open Door has become a multi-site service with bases in Crouch End and Tottenham and its secondary school service is expanding. Since the coronavirus pandemic, Open Door has been offering therapeutic interventions remotely via phone and video. Whilst over 80% of appointments are being delivered in-person, Open Door continues to offer a blended service based on clinical need, digital access, choice and safety.

For more information see our website [www.opendooronline.org](http://www.opendooronline.org)

## **About #ActuallyHaringey (the Haringey Autism Hub)**

#ActuallyHaringey is a new and developing service in Haringey. It is an early help provision enabling autistic people to live independent, fulfilling lives within their community. #ActuallyHaringey is an autism hub run by a small in-house team. They provide a wide range of information, guidance and support options. Currently, they are running as both an online service and in-person service which is based at the Chad Gordon Campus, in Tottenham which opened in August 2021.

The Haringey autism hub is designed to address the needs of autistic people and their support networks. The hub provides information, support and advice to autistic people and their families, facilitates peer groups and support groups, and offers employment and training support. The service's key objective is to help improve the lives of autistic people living in Haringey by providing the right support at the right time. Through the development of the community autism hub, Haringey aims to become an autism friendly borough, that promotes independent and fulfilling lives for people with autism.

This service is a borough wide community hub service for people with autism. Access to the community hub is available on a self-referral basis. Users will not need to have an autism diagnosis in order to use services. Furthermore, those approaching adulthood, who may be 16 or 17, can also access the service in order to prepare for adulthood and transition to adult services. Parents, carers and the support networks of people with autism can also access services at the hub to reach and connect with others.

## **Open Door at #Actually Haringey Autism Hub**

We are delighted to have been appointed by the autism hub to deliver a 1 day per-week therapy service.

We will be delivering a one day a week service to provide counselling and psychotherapy to autistic young people aged 16-25. We envisage this post being psychodynamic in orientation offering individual psychotherapy on a brief, medium and longer-term basis. There may also be opportunities for parent/carer work.

The hub is a new provision in Haringey and this post provides an exciting opportunity to develop an integrated and responsive specialist psychotherapy service to autistic older adolescents and young adults. The job will include collaboration with staff at the hub, to develop ways to support this cohort holistically. The mental health provision from Open Door aims to enhance the ongoing opportunities already delivered at the hub which include social, vocational and practical and peer support for autistic young people as needed.

The therapist will support the other work at the hub, through providing supervision and consultation to staff.

The post holder will require creativity and flexibility, to co-create, deliver, and help develop this new community service, in order to best meet the needs of this often-excluded group of older adolescents and young adults, who frequently struggle to access talking therapy in other community mental health services.

## Open Door

The working day is likely to include:

- 4 clinical sessions a day
- 1 drop-in session
- Weekly supervision with the Clinical Director and SEND Lead
- Consultation/ supervision to staff at the hub
- There may be the possibility of group work and joint work

### **JOB SUMMARY**

#### **A Clinical**

##### **Core service:**

- To provide an efficient, effective and highly specialist adolescent assessment and treatment service for young people aged 12-19, and where appropriate their parents or carers. Treatment will be provided to some adolescents with severe, complex and persistent mental health problems and there may be the opportunity to work with young adults up to the age of 25.

##### **#ActuallyHaringey – Autism Hub**

- To provide an efficient, effective and highly specialist adolescent assessment and treatment service for autistic young people, and where appropriate their parents or carers. Treatment will be provided to some adolescents with severe, complex and persistent mental health problems.
- To provide consultation and supervision to staff at the hub.
- To work with staff across the hub to ensure the mental health and emotional wellbeing of young people attending the hub, is supported enabling them to fulfil their potential.
- To develop and manage referral pathways into the service in collaboration with nominated colleagues from the autism hub.
- To attend termly reviews with the autism hub designated link worker and the Open Door SEND Lead to review the service and plan development.

##### **Both (core service and autism hub)**

- To make complex clinical judgements and decisions, with the assistance of colleagues and managers, about risk factors and to ensure that links are established with other agencies, particularly those in the statutory sector, to reduce risks and share responsibility within mental health networks. To participate in multi-agency meetings including Child Protection Conferences, Child in Need, Team around the Family, etc.
- To provide support for colleagues in team meetings and in difficult or emergency situations.
- To be responsible for continuing monitoring, evaluation and management of risk and safeguarding issues for young people across the age range in their own caseload in close consultation with their supervisor or other designated colleagues at Open Door and at the hub.
- To monitor treatment and patient progress using routine outcome measures, providing appropriate feedback and making decisions about treatment modification in discussion with young person/parent/carer and supervisor.

## Open Door

- To support the audit and evaluation of the service using validated outcome measures (SDQ, PHQ-9, C-GAS, CHI- ESQ, Goal Based Measure etc.)
- To provide, when opportunities arise, consultation, training and advice for staff working in other specialist settings.
- To meet with professionals working in other agencies to inform them about Open Door's services and referral processes as appropriate.
- To work effectively with young people and parents/carers needing interpreters and be willing to adapt clinical practice in relation to diversity, expressed beliefs, preferences and client choice.
- To work face-to-face with young people, parents and staff as well as remotely when necessary, via video or phone.
- To work autonomously within the overall policy and governance framework set out by Open Door.
- To exercise autonomous professional responsibility based on the Code of Professional Conduct and Ethics of the appropriate accredited professional bodies.

## Service Development

- To contribute to service development as determined by the Senior Management Team.
- To build partnerships with other service providers and referrers and to represent Open Door in local networks as appropriate.
- To contribute to monitoring reports for funders.

## B TEAM RELATIONSHIPS

Open Door is a small organisation and good team relationships are important in our working environment.

All the professionals working at Open Door are expected to co-operate with their colleagues in the provision of treatment and consultation, to attend meetings concerning Open Door's policy, administration and case discussions, and to contribute towards and participate in the general development of Open Door.

## C CONTINUED PROFESSIONAL DEVELOPMENT

- To receive regular clinical and service related supervision and appraisal from Open Door's Clinical Director (and SEND Lead) in accordance with good practice guidelines.
- To participate in clinical team meetings and present clinical cases in detail for group discussion when possible.
- To gain additional specialist experience or training relevant to the service when appropriate.

## D ADMINISTRATIVE

To maintain the highest standards of clinical record keeping and the responsible exercise of professional codes of self-governance and in compliance with Open Door's data protection protocols.

## E Policies, Procedures and Guidelines

- To comply with Open Door's policies, procedures and guidelines including those related to Equal Opportunities, Health and Safety, Complaints, Environmental, Information Governance and Disciplinary and Grievance.
- To work within the safeguarding and other appropriate protocols of Open Door and the Autism Hub.
- All information concerning patients and staff must be treated as strictly confidential at all times.

**F General**

- This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties which Open Door may reasonably require from time to time as communicated to the post holder by the supervisor/Director.
- This job description may be reviewed in the light of changing service requirements, any such changes will be discussed with the post holder.

<b>Person Specification – Child &amp; Adolescent Psychotherapist/ Psychodynamic Psychotherapists Working with Children, Young People and Families</b>	
<b>Essential</b>	<b>Desirable</b>
<b>Education and Qualifications</b>	
<ul style="list-style-type: none"> <li>• To have successfully completed or approaching the end of a post graduate training in Psychoanalytic Child and Adolescent Psychotherapy accredited by the Association of Child Psychotherapists; Psychological Therapies with Children, Young People, and Families accredited by the BPC.</li> <li>• To maintain eligibility for registration as a full member of the ACP; BCP</li> </ul>	<ul style="list-style-type: none"> <li>• Training in other therapeutic modalities including those on the CYP-IAPT curriculum.</li> </ul>
<b>Knowledge and Experience</b>	
<ul style="list-style-type: none"> <li>• Experience working as a Child &amp; Adolescent Psychotherapist/ Psychodynamic Psychotherapist Working with Children, Young People and Families in a multi-disciplinary child and adolescent mental health service, including experience with autistic children and young people. Experience in the process of assessment of risk and clinical need.</li> <li>• Experience of time limited and longer-term clinical work.</li> <li>• Experience of working with parents and carers.</li> <li>• Knowledge of other therapeutic modalities.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of challenges autistic young people face, including frequently co-occurring other neurodiversity and mental health difficulties.</li> <li>• Knowledge of relevant legislation and guidance that impacts on this client group.</li> <li>• Experience of working in applied settings such as schools or inpatient units</li> <li>• Knowledge of areas of service administration.</li> <li>• Knowledge of methodology associated with use of outcome measures, service user evaluations.</li> <li>• Interest and/or experience in service development.</li> </ul>

<p><b>Skills and Competencies</b></p>	
<ul style="list-style-type: none"> <li>• Ability to make complex autonomous judgements based on theoretical, technical and clinical knowledge and experience.</li> <li>• Ability to communicate effectively in highly emotive situations: - overcoming barriers to understanding and analysing complex and conflicting opinion/emotions.</li> <li>• Ability to organise and schedule a range of complex multi-professional activities such as: consultations with clinical teams, clinical seminar groups, educational and training courses, group supervision sessions.</li> <li>• Experience in the autonomous management of personal work patterns and caseload. This includes experience in scheduling and maintaining a pattern of complex clinical and non-clinical work.</li> <li>• Good literary and report writing skills.</li> <li>• Time management skills.</li> <li>• Administrative Skills</li> <li>• Good Liaison Skills</li> <li>• Excellent general communication skills</li> <li>• An awareness of the limitations and parameters of the treatment potential of psychotherapy.</li> </ul>	<ul style="list-style-type: none"> <li>• Practical Computer Skills.</li> <li>• Research skills</li> </ul>
<p><b>Personal Characteristics</b></p>	
<ul style="list-style-type: none"> <li>• Self-motivated</li> <li>• Ability to work as part of a team</li> <li>• Adaptable.</li> <li>• Good interpersonal skills.</li> <li>• Reliable</li> <li>• Trustworthy</li> <li>• Physical effort – capacity to sit in constrained position for extended periods.</li> <li>• Mental effort - capacity for frequent, intense mental concentration.</li> <li>• Emotional effort - capacity to frequently work with highly emotional circumstances and levels of distress.</li> <li>• Working conditions – capacity to work in a mental health setting with occasional exposure to unpleasant working conditions such as verbal aggression.</li> </ul>	
<p><b>Additional Requirements</b></p>	
<ul style="list-style-type: none"> <li>• Awareness of the appropriate ethical, professional and legal responsibilities of their profession</li> <li>• Ability to work as an autonomous clinical specialist, whilst also maintaining close links with other clinicians and colleagues.</li> <li>• Evidence of continuing professional development.</li> <li>• Willingness to work from a number of locations and using different platforms (eg: phone, video, text)</li> </ul>	