



Job Description

Position: Clinical Manager

Reporting to: Operations Director/Board of Directors

Salary: Circa £60k
The salary is subject to an annual market review and a pay award which directly relates to performance and achievement of objectives. The financial situation of the organisation will also be taken into account in the annual salary review.

Key Responsibilities: To manage the multi-disciplinary assessment and intervention and progress review of each young person's care, education and therapy

1. To work in partnership with other members of the Senior Management Team to generate and implement the ethos, values and policies of the Company.
 2. To chair Personal Development Plan Meetings (internal integrated Therapeutic Care Plan Meetings) for each young person on a regular basis.
 3. To receive, evaluate and integrate assessments provided by Care, Education and Therapy professionals.
 4. To generate and oversee integrated Biopsychosocial assessments on each young person, to incorporate an assessment of risk, therapeutic need and recommendations for future intervention.
 5. To construct an integrated multi-disciplinary intervention plan for each young person and ensure the provision of therapeutic strategies to be used in the milieu settings.
 6. To be involved in the construction and monitoring of the overall therapeutic programme and advise on systems to ensure the delivery and review of the programme, both to the service as a whole and to individual young people
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MAIN DUTIES AND RESPONSIBILITIES

Clinical

1. To undertake thorough initial assessments of new referrals. This to include gathering appropriate information from the child and family and from other relevant agencies.
2. Following assessment to derive a formulation and plan for intervention, negotiating this with the client(s) and where appropriate with colleagues and communicating this to the referrer and other relevant professionals.
3. To implement and manage further assessment and intervention by the management of the contribution of colleagues.
4. To provide clinical lead, consultation and training from his/her specialist perspective within the team and across the organisation.
5. To supervise the clinical work of less experienced team members.
6. To undertake urgent emergency assessments, including risk assessments following acts of deliberate self harm.
7. To hold responsibility for own caseload and judge when supervision or support is required.
8. To lead on service development.

Managerial

The post holder will be expected to take on managerial roles within the team. The extent would be by negotiation with colleagues and the Operations Director and may vary over time

Duties may include

- To take a lead in developing policies and standards
- To ensure standards of clinical work, e.g. through audit, supervision
- To ensure day-to-day co-ordination within the service
- To ensure smooth management of all referrals
- To take an active role in future planning and development of services
- To take part in staff development with the appropriate Head of Service
- To act as a link with management and other departments
- To liaise with other agencies on behalf of the team / management
- To ensure accurate documentation at all times

Professional

1. To maintain knowledge of recent developments in specialist area
2. To attend and contribute to professional meetings regularly
3. To collaborate in professional development by taking on delegated tasks

Tasks may include

- To provide clinical supervision/training in specialist areas to colleagues
- To provide professional supervision as required
- To professionally represent the organisation when required

Research

1. To ensure that work is based on best practice (evidence based where possible)
2. To audit and evaluate all work undertaken
3. To initiate research in accordance with policy
4. To encourage all staff to carry out simple evaluative research in relation to their work

General

To work within the Policies and Procedures of the Organisation

To observe professional confidentiality at all times

To participate in Professional Development Plans

To comply with and promote safe working practices for yourself and others in accordance with the Organisation's Health & Safety Policy

The organisation is committed to achieving equal opportunities in employment. All employees are expected to observe this policy in their behaviour at all times

This document provides an outline of the current duties of the post - it is not intended to be an exhaustive list. Its contents will be subject to review at regular intervals in consultation with the post holder.

Hours of Work/Location

The contracted hours are 37 per week. The post requires extensive travel and at this level it is expected that the post holder will manage his or her own time effectively, meeting the requirements of the post, while maintaining an acceptable work life balance.

**Person Specification
Clinical Manager**

Applicants for this post should demonstrate how they meet each of the following criteria in their written application form.

The successful applicant will need:

	Criteria
1.	Recognised professional training and qualifications in Cognitive Behavioural Therapy and supervision.
2.	Providing individual and group clinical supervision for professional therapists
3.	Experience of ensuring good practice is maintained, taking a lead in challenging substandard practice and initiating and supporting change and development
4.	Effective therapeutic /casework supervision skills
5.	Experience of supervising a range of therapeutic models
6.	Experience of using monitoring and evaluation tools, including for benchmarking
7.	To be committed to equality and diversity and enthusiastic about working in an equality focussed caring organisation
8.	An understanding of legislation and polices relating to child/ vulnerable adult protection
9.	An understanding of the organisational context for supervision and therapeutic work
10.	Ability to enable ethical practice
11.	Capacity to work within a set brief and time scales and achieve positive outcomes with the minimum of supervision.
12.	Self motivating and innovative with the ability to work independently.
13.	To have good interpersonal and team development skills and to create a positive and professional image of the Company through discussion and personal example
14.	Effective communication skills in order to advise and to be able to influence, negotiate and persuade Board Members, Senior Officers, managers and staff
15.	Effective written and oral communication skills in order to be able to formulate and present concise and comprehensive information for example, in reports and at meetings.
16.	Able to deliver results, meet deadlines and targets, demonstrating an ability to achieve despite constraints or obstacles.