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OFF THE RECORD BRISTOL

Registered Charity #1085351

**YOUNG PEOPLE -
CHANGING MINDS**

8-10 West Street
Old Market
Bristol
BS2 0BH

2 X YOUTH MENTAL HEALTH PRACTITIONER JOB PACK

Dear applicant,

Thank you for your interest in these part/full time posts. Please find below some background information and other details to help you decide whether to apply for the position.

In the interests of equality CVs will not be accepted so please use the job application form to apply. Applicants will be assessed on their ability to meet the criteria listed in the Person Specification.

Following:

- Role Summary
- Role description
- Person specification
- About us

Application forms can be downloaded from the website www.otrbristol.org.uk and can be submitted by either email to recruitment@otrbristol.org.uk or by post to the address above.

The closing date for this role is **12 noon, Friday 27th September** and interviews will be held on **Tuesday 8th October in Bristol**.

Candidates short-listed for interview will be informed by email by **Tuesday 1st October**. We will not be able to contact un-successful candidates.

If you wish to have an informal discussion about the post, please contact Cat Taylor
cat@otrbristol.org.uk

Yours faithfully,

Kellie Horder
HR Manager | Off the Record Bristol

ROLE SUMMARY

Job Title	Youth Mental Health Practitioner (two posts)
Salary	£23,945 - £26,539 (pro rata where appropriate)
Contract	Fixed Term to March 2022
Hours	1 x 37.5 hours and 1 x 30 hours - both posts may include evenings and weekends.
Leave	Flexible - Your basic entitlement is 20 statutory days plus 8 statutory holidays (pro rata where appropriate). However, OTR operates a flexible leave policy and you are entitled to request as much leave as you would like and need, including study leave.
Pension	Up to 3% of above salary for standard contracted hours after completion of probation.
Location	Based at Colston Fort, Montague Place, Bristol, BS6 5UB
Accountable To	Cat Taylor – Team Manager
Job Purpose	<ul style="list-style-type: none"> To work with children/young people across Bristol and South Gloucestershire up to their 18th birthday. To contribute to offering an intensive package of support and treatment to children and young people who have experienced a mental health crisis necessitating either attendance at A & E, a Tier 4 admission or a general Tier 3 CAMHS referral. To form part of an additional package of support to a young person's Community CAMHS Tier 3 step up or Tier 4 step down care plan (where there is evidence of the child experiencing high levels of mental distress such that they are continually struggling to emotionally self-regulate, and their levels of need and risk are assessed as requiring the need for the outreach service to offer crisis / short term intervention). These children/young people will have complex mental health problems. Some of these mental health problems frequently present themselves as an inability to emotionally self-regulate on the part of the child/young person, such that the child/young person may self-injure, attempt suicide, experience suicidal thoughts and at times of emotional crisis place themselves and/or others at risk. Being able to openly and sensitively talk about these issues in a non-judgmental and informative manner is a crucial part of the role. The team will provide an intensive, flexible, community based approach and work closely with a wide range of other professionals and agencies in order to provide joined-up interventions to this high risk, vulnerable client group and, in some instances, their families. This post will involve working as a Youth Mental Health Practitioner as part of the wider Community Triage Assessment and Outreach (CTAO) Team. Working in partnership with this team whilst holding the responsibility for, and working autonomously with a small but intensive caseload, acting as a key, care planning and implementing interventions within a treatment pathway are all integral parts of the role. Signposting to other young people's services, groups and projects (both within and outside of OTR) to contribute to a full programme of support that both young people and parents can access as part of the CTAO offer. This could include structured group work, 1:1 therapy or more health promotion focused groups such as yoga, gardening etc.
Key Relationships	<ul style="list-style-type: none"> NHS Colleagues based within the team OTR Manager CAMHS and other service providers across Bristol & South Gloucestershire. OTR Bristol Other agencies within the area who support the needs of children and young people

ROLE DESCRIPTION

Interventions	<ul style="list-style-type: none"> • To develop a therapeutic alliance with young people and in some cases their family. To talk to young people, listen to their needs and give positive feedback. • To input, provide and undertake assessments, including risk assessments, of referred clients in both acute (hospitals) and community settings. • To formulate, plan and provide specific interventions of referred clients and their families, following models appropriate to the service area. • To input the CTAO mental health advice, guidance and consultation to other professionals/agencies to assist in the support, formulation, diagnosis and treatment of clients. • To provide reports and communicate in a skilled and sensitive manner concerning the assessment, formulation, treatment plans and needs of clients and their families. • To liaise with other health, social care and education staff, from a range of agencies, regarding the care provided to clients from each service. • To carry out work in a wide variety of settings, including clients' homes, schools and coffee shops, to best meet the client's needs and in line with service best practice. • To carry out work autonomously and to hold responsibility for a small but intensive caseload, with the support and guidance of the CTAO supervisors, partnership lead and organisational managers. • To ensure that the wider services of OTR are signposted, accessed and utilized by the clients that you support.
Training	<ul style="list-style-type: none"> • To carry out require statutory / mandatory training whilst working with your manager/s to identify areas of training need and continue to develop skills in these and other areas through internal training, shadowing other services and attending external training courses where appropriate • To provide advice and consultation, where appropriate, to other health, social care, voluntary sector and education staff working with the target client group.
Service Development	<ul style="list-style-type: none"> • To contribute to the development, evaluation, implementation and monitoring of the operational policies of the CTAO Team.
Research and Evaluation	<ul style="list-style-type: none"> • To utilise theory, literature and research to support evidence based practice in individual and family work and with other team members and inter-agency colleagues.
Other	<ul style="list-style-type: none"> • To ensure the development and maintenance of the highest personal and professional standards of practice, through active participation in clinical supervision, reflective practice, training and development programmes. • To work flexibly and with initiative to meet the core aims of service delivery to children, young people and their families. • To contribute to the development and articulation of best practice within the service areas by exercising the skills of a reflective practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the post holder's area of specialism and in child mental health and related disciplines. • To maintain the highest standards of record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with Service and Partner's policies and procedures. • To maintain up to date knowledge of legislation, national and local policies and issues of relevance to the service and client group. • To undertake such other duties and responsibilities, appropriate to the grade of the post, as may be agreed with the partnership lead. • To attend Off The Record, Community CAMHS, Inpatient CAMHS, and discipline specific meetings as may be agreed with CAMHS and OTR Management.

PERSON SPECIFICATION

	Essential	Desirable
Education & Training	Evidence of mental health training.	A relevant degree or professional qualification in psychology, social work, mental health nursing, youth work or an allied health profession.
Experience	At least two years' experience working with children and young people in a health or social care setting.	Experience working in a multi- disciplinary team.
Knowledge	<p>Good knowledge of young people's mental health and wellbeing.</p> <p>Demonstrable knowledge of health and social care systems and structures.</p> <p>An understanding of anti-oppressive practice.</p>	
Skills & Qualities	<p>The ability to work independently and as part of a multi-disciplinary team.</p> <p>The ability to engage young people in meaningful therapeutic alliances.</p> <p>The ability to set clear boundaries and be consistent.</p> <p>The ability to assess and engage positively with risk.</p>	The ability to deliver brief therapeutic interventions.
Personal	<p>A deep personal commitment to the emotional health and wellbeing of children and young people.</p> <p>A commitment to the aims, values and ethos of OTR.</p> <p>Patience, a sense of humour, integrity and emotional courage.</p> <p>Resilience and resourcefulness around own wellbeing.</p>	
Other	<p>Willingness and ability to travel and work flexibly across a seven day week.</p> <p>Full UK driving licence and access to a car.</p>	

ABOUT US

What We Believe	What We Value	How We Behave
<ul style="list-style-type: none">- All theoretical models are wrong, but all of them are useful- Relationships are what make the difference- Mental health is social and political as well as personal- Social networks are more powerful than individual solutions- Building on strengths and capabilities is more sustainable than meeting needs and vulnerabilities- Participatory services are more effective than transactional ones- Our work is a vocation	<ul style="list-style-type: none">- Collaboration- Diversity- Learning- Sharing- Participation- Self-efficacy- Self-care- Transparency- Agency- Creativity- Social Action- Pragmatism	<ul style="list-style-type: none">- We're accommodating- We're integrated- We're thoughtful- We're supportive- We're open- We're resourceful- We're resilient- We're communicative- We're independent- We're imaginative- We're motivated- We're adaptable