## Job description

### Structure information

Job title: Functional Family Therapist

Reports to job title: Functional Family Therapy Supervisor/Practice Manager

Directorate: Families, Children and Learning

Division: Adolescent Service

Section: Family and Adolescent Wellbeing Service

Job identification number (JIN): 3568

### Job purpose

As part of the Adolescent Service, deliver the evidence-based model Functional Family Therapy (FFT), by working with, and providing interventions to, young people and their families who are involved in the Youth Justice System, and those at the edge of care/risk of family/placement breakdown and at risk of experiencing Child Exploitation.

Work from assessment through to planning interventions and review, in line with legislation, occupational standards and effective practice guidelines, addressing individual’s problematic behaviours.

Work with other council teams outside of the adolescent services to support other young people and their families as appropriate.

### Principal accountabilities

1. To work directly with families, parents, and carers to deliver the model of FFT and provide on-going support between family sessions in line with the FFT model. Liaise and work with other agencies and professionals to ensure young people and their families receive appropriate treatment, providing effective services to reduce family breakdown and manage risk including attendance at child protection and looked after child reviews.
2. To undertake specialist family assessments of children and young people and their families in relation risk of offending/reoffending, risk of harm to the public, risk of vulnerability, and family breakdown devising, implementing, and reviewing clear intervention plans of increasing complexity according to risk.
3. Promote a practice philosophy which seeks to empower service users to develop and maintain a capacity for coping without long term agency involvement and to ensure assessments and protection plans reflect this aim.
4. To ensure the users voice is represented within the service and facilitate opportunities for their involvement with the service and user forums.
5. Access, input and retrieve data from the Children Services databases and ensure accurate and timely inputting and contribute to analysis and interpretation. To work in accordance with s. (115) Crime and Disorder Act 1998 and Children and Families Delivery Unit guidelines and policies relating to information exchange.
6. Write high quality and timely reports and provide peer quality oversight of reports which are informed by evidence-based assessments.
7. Actively participate in team meetings, supervision, staff development programmes and training, both mandatory and developmental.
8. To provide support to less experience and less qualified staff in the team and to contribute to on-the-job training in relation to team policies and procedures and induction arrangements.
9. To provide training to other professionals on family therapy and working with families in line with the training plan for workers across the children services and the city and to act as specialist consultant to staff in relation to family work.

### Health and safety accountabilities

To co-operate in the implementation of the council Health and Safety policy and supporting standards, in particular, as set out in section 1 of the Health and Safety Policy and Management Standard

### Diversity and inclusion accountabilities

Understand the council’s diversity and inclusion aims and strategies.

Take an active role in ensuring that equality, diversity, and inclusive outcomes are embedded in your work activities, communications and interactions with staff and customers.

Challenge or report incidents where inclusion and equality in practice has not been followed, including reporting discrimination, harassment and bullying to your manager or other senior colleague in your service.

### Note regarding duties

The list of duties in the job description are not exclusive or exhaustive. There will be other duties and requirements associated with your job and, in addition, as a term of your employment you may be required to undertake various other duties. The council reserves the right to update your job description, from time to time, to reflect changes in, or to, your job. Proposed changes would be subject to consultation.

## Person specification

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Directorate: Families, Children and Learning

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### Essential criteria

#### Job-related education, qualifications, and knowledge

* Professional qualification such as social work, teacher, nurse, and registration with relevant professional body.
* Diploma in Systemic Practice or equivalent level of knowledge gained through extensive experience.
* Knowledge and understanding of all relevant childcare legislation and guidance, including child protection policies, procedures, and practices.
* Knowledge and understanding of the principles of effective practice.

#### Experience

* Substantial experience of working with young people and families in a therapeutic setting.
* Evidence of direct work with children and their families and experience of working to safeguarding principles.
* Experience of multi-agency working.

#### Skills and abilities

* Proven ability to carry out complex assessments, including systemic (family) assessments.
* Ability to communicate clearly and to provide intelligible verbal and written reports and succinct, effective, and comprehensive records.
* Able to demonstrate reliability, consistency, and commitment to work with children and families and within this to be self-motivated and prioritise own workload.
* Ability to use evidence and research to inform practice and decision making and to integrate theory into practice.
* Ability to access, retrieve and input data using a computerised database.
* An ability to work constructively and conjointly with colleagues as well as a commitment to joint agency working.
* Ability to work effectively in complex situations, exercising the powers and responsibilities of a professional including the appropriate use of discretion and the management of risk.
* Ability to problem-solve, seek solutions, and make informed decisions.
* Ability to work to set standards of effective practice and evaluate work against them.
* Competence in enabling others through peer support, training, and coaching to the scope of the role.

#### Health and safety knowledge

* Commitment to acquiring awareness and knowledge of Health and Safety policy and practice as it applies in their area of work.
* Ability to co-operate and adhere to Health and Safety Policy, practices, and instructions.

#### Diversity and inclusion

* Demonstrate a genuine commitment to the council’s values in relation to embracing diversity and provide a service based on fairness and inclusion.

#### Other requirements

* Ability to work across Brighton and Hove, and travel across England and Wales as required, with access to transport or be able to demonstrate how these travel requirements could be achieved.
* Work flexibly, according to the needs of the service and participate in several rotas, including daytime, late night duty and weekends and bank holiday cover.