

Job Description

Job title	CAMHS Lead	Job family	Therapy
Reporting to	Therapy Services Manager	Job code	
Location	Site based	Evaluation Date	July 2023

Job Purpose

Reporting to the Private Business and Therapy Service Manager, you will provide day-to-day management and leadership of the CAMHS outpatient assessment and therapy service within the hospital, whilst maintaining a clinical caseload of patients.

Responsibilities

- Leading and supporting the therapy staff within the CAMHS outpatient service.
- Facilitating regular management supervision with individuals in line with Priory policy, using a cascade system with other qualified therapists
- An agreed reduced level of patient facing clinical hours to create line management responsibility, as agreed with the Private Business and Therapy Manager.
- Be available for any clinical issues the team may need, for example managing risk, responding to complex patient needs, supporting individual cases with a wider MDT as necessary.
- Supporting the Private Business & Therapy Manager as necessary with the running of the therapy team and attending management meetings as required.
- Being aware of how the various therapy roles fit into their wider MDT function, and support as appropriate.
- Ensuring a coordinated approach to therapy within the CAMHS outpatient service.
- Develop therapy services to ensure evidence-based practice and innovation are included
- Working with the Private Business & Therapy Manager to retain therapy staff, and ensure all vacancies are recruited to

Knowledge / Education / Skills

- Registered healthcare professional with HCPC (ie occupational therapist, psychologist)
- Experienced Psychotherapist accredited with BACP / BABCP / UKCP

Experience

- Be able to demonstrate clear and motivational leadership skills to support a diverse therapy team
- A sound understanding of a wide range of therapy roles and their application in a mental health setting
- Experience of supporting individuals with management supervision, and established skills in staff retention
- Can give examples of showing a calm and supportive approach in demanding environments
- Have had experience in a commercial or business setting to show an understanding of cost management skills
- Can demonstrate skills of flexibility and being able to respond to changing business needs.

Communication

- Able to communicate effectively using face to face, email and team based communications
- Able to proactively organise and co-ordinate therapy teams across a range of settings
- Be able to work closely with the Therapy Manager and other leads for the benefit of the hospital
- Be able to schedule and lead team meetings and promptly share minutes with agreed actions

Responsibility

Leadership

Identify the role’s responsibility, whether direct or indirect, for leadership

Budgets & Equipment

Identify the role’s responsibility for budgets & equipment – whether this be direct or delegated

Information

Shared responsibility for the confidentiality, security and accuracy of patient records, data and information. Ensuring good quality patient documentation, which meets the Regulatory guidelines and statutory requirements.

Safeguarding

All colleagues have a responsibility to protect and safeguard vulnerable individuals at risk (whether children or adults). Colleagues must be aware of local child and adult protection procedures and who to contact within the Local Authority Safeguarding team for further advice. All colleagues are required to attend safeguarding awareness training and to undertake additional training appropriate to their role.

Working Environment

Working hours will support the provision of therapy seven days a week

Upholding the Company Behaviours

This provides some guidance on the types of conduct to support the Company Behaviours

Behaviour	Evidence
Putting People First	<ul style="list-style-type: none"> Strives to ensure every colleague is able to make a positive and lasting difference to Service Users and their families Actively seeks to develop the potential of every service user and staff member
Being Supportive	<ul style="list-style-type: none"> Celebrates success and supports colleagues through difficult times Demonstrates loyalty to colleagues, manager and team
Acting with Integrity	<ul style="list-style-type: none"> Is honest and respectful in all interactions with colleagues and customers Demonstrates emotional control Ensures accurate recording of any transactions and interactions on all company documentation Challenges poor performance and behaviours
Being Positive	<ul style="list-style-type: none"> Promotes the company in a positive way at all times Strives for positive outcomes, especially when times are challenging
Striving for Excellence	<ul style="list-style-type: none"> Always puts service quality first Shares and encourages innovation Keeps on top of new developments in the sector