

JOB TITLE: Specialist Practitioner
PROJECT: Parent & Baby Wellness
RESPONSIBLE TO: Service Manager/Clinical Director

MAIN PURPOSE

To work with parents and other primary carers who for whatever reason are finding it difficult to bond with their baby and finding the early stages of parenting a challenge.

This post involves assessing parent-infant relationships for their suitability for therapy. This will involve talking with the parent/s, observing the parent with the infant, asking the parent to complete appropriate questionnaires and measures and gather information from professionals who know the family.

To engage mothers (and families) with or at risk of developing Post Natal/Ante Natal Depression as identified by other agencies.

To form positive working relationships with families and key partners and to work in partnership to ensure the delivery of consistent public health messages.

MAIN RESPONSIBILITIES

1. SERVICE PLANNING:

- To work with parents and babies in assessing their needs, identifying what they want to achieve and monitoring and reviewing their progress.
- To assist in the planning, implementation and evaluation of an individual.
- Consider and develop skills in assessing the individual characteristics of the parent, including the parents view of their child and of themselves, their ability to reflect on their experiences, parental mood and ability to regulate themselves, relationships with other adults as well as children, beliefs (cultural, social and personal) and their behaviour.
- To establish networks and positive working relationships with other key agencies, (especially Children Centres), organisations and representatives, particularly those offering additional support to women and families.
- To communicate with a wide range of people in a variety of ways, including; non-verbally with infants, verbally and in writing with parents for example about formulations and plans of action, verbally and in writing with other professionals in response to referrals and risk -related issues. Written communication will be under the guidance and assistance of the Clinical Director/Senior Therapist

- To promote and develop the service and its links within the local and wider community and identify areas for improvement and/or development and discuss these with your line manager
- To keep up to date with national and local safeguarding policies. To ensure that safeguarding issues are considered and acted on at all times. The Specialist Practitioner will be alert to signs and indicators of abuse or neglect and other risk factors and will immediately bring these to the attention of the Clinical Director or Senior Therapist. Specialist Practitioner will comply with the safeguarding policies of PSS and of the local safeguarding board.
- To work collaboratively and under the guidance of Therapists in the drawing together of information about a family and collate that information into a coherent plan. Work towards developing formulations about families and the processes occurring between parents and infants. These formulations will cover current and historical factors, risk and protective factors, cycles of thoughts/feelings/behaviour and identify possible points for change.
- To contribute toward therapeutic interventions based on the formulated needs of each individual family and under the supervision of the Senior Therapist/Clinical Director. The majority of this work will be with parent-infant triads, but might also include individual work with parents and group work.
- To work toward Mellow Parenting and other theoretical/research based models relevant to Parent/Infant attachment.
- Specialist Practitioner will contribute to the evaluation of services provided by Parent & Baby Wellness Service by ensuring that families complete questionnaires and measures at relevant times, therefore, assisting in the analysis and interpretation of this data.
- To participate fully in the service's team meetings.

2. ACCOUNTABILITY AND RELATIONSHIPS:

- To liaise with parents and significant others and report back through your line manager. To keep legible, timely and clear notes about their clinical work and other activity on the appropriate recording system. Parent & Baby Wellness staff will be required to record levels of clinical activity.
- To ensure that parents and babies individual needs are recognised and addressed within PSS values framework.
- To ensure that resources are used according to PSS policies and procedures.
- To promote good working relationships within the service and with other key individuals and agencies.
- To contribute to and assist with participation work, i.e. the valuing, learning from and working alongside people who are experts by virtue of their experiences.

- To continue their professional development whilst working for Parent & Baby Wellness Service. This will include personal study of the literature, attending and contributing to in-house training and attending external conferences and courses as appropriate.
- To participate and be prepared for supervision with the Clinical Director or Senior Therapist on a regular basis. Issues arising from case work will be brought to own supervision and reflections on the interaction of the personal and the professional within the work.

3. FINANCIAL MANAGEMENT:

- To monitor and control expenditure for own area of accountability
- To ensure that PSS financial procedures are adhered to at all times.

ADDITIONAL DUTIES

To actively participate in developing individual objectives and plans, attend staff performance management and learning and development reviews.

The post holder is expected to be flexible in the performance of duties and to undertake any other duties identified as appropriate to the post.

All jobs are subject to change from time to time and this job description will be reviewed regularly.

CONFIDENTIALITY

PSS recognises the great importance of confidentiality in the professional practice of its staff and in its administrative procedures. Information clearly intended for one purpose should not be used for another without the sanction of the service user, staff member or person supplying the information. The only exceptions are where there is clear evidence of serious danger to the service user, staff member or other person(s) or where legislation requires release of the information. All staff are required not to divulge any information, verbal or written, to any external source that could be damaging to the company's reputation or commercial viability. The Society's Confidentiality Policy (Staff Guidebook Section 2.15) and Whistleblowing Procedure (Staff Guidebook Section 2.120) must be referred to for further details.

EQUAL OPPORTUNITIES and HEALTH & SAFETY

Ensure compliance with, and application of, PSS's requirements with regard to equality and diversity and Health & Safety both for self and all staff and providers they manage. Demonstrate respect for others, promote awareness of obligations of staff and providers and identify actions to promote equality and diversity and health & safety across the organisation.

AGENCY POLICIES

All employees are required to implement and follow PSS policies and procedures and to undergo any training associated with them.

JOB DESCRIPTION

This job description is a guide to the work you will be required to undertake and represents a range of responsibilities commensurate with the grade for the post. It does not form part of your contract of employment.

NOTE

All employees should be aware that due to the type of work PSS undertakes there are elements of risk relating to challenging behaviour, lifting and handling. Appropriate training will be offered and staff will be expected to participate. If you are required to work with service users who smoke there may be a risk due to passive smoke.

Person Specification for: Specialist Practitioner

Requirements will be assessed from your:

A = Application I = Interview R = References E = Exercise/Practical

Requirements	Essential	Desirable
Qualifications		
Social care qualification (or comparable) that includes the assessment of adults.	AI	
Must be prepared to work toward further qualifications relevant to the role/service.	AI	
Knowledge		
Understanding of Post Natal Depression and related issues affecting families.	AI	
Understanding of child development	AI	
Understanding of attachment issues/problems	AI	
Equal opportunities and anti- oppressive practice.	AI	
An understanding of child protection		
Skills		
Good interpersonal skills	AI	
Excellent written and communication skills	AI	
Understanding of formal assessments	AI	
Ability to plan and manage a varied and complex workload	AI	
Ability to handle and resolve challenging and stressful situations.	AI	
Ability to work unsupervised, independently and as part of a team.	AI	
Skills/experience in promoting a service.		AI
Excellent organisational, monitoring, evaluation and report writing skills.	AI	
IT Skills	AI	
Experience		
Of working with adults in a range of settings and contexts	AI	
Of working with women and families affected by Perinatal Depression	AI	
	AI	

Of contributing to therapeutic intervention with adults and families as well.		
Of collecting performance monitoring data	AI	
Of networking and working in direct partnership with other agencies, organisations and individuals.	AI	
Of working under supervision		AI
Of carrying out evaluation of services (using qualitative & quantitative) methodologies		AI
Participating in service evaluation and audit.	AI	
Of safeguarding procedures and experience of putting them into practice.		AI
Of working with a range of families and formulating their situations.		
Attitude		
Responsible	I	
Flexible	I	
Self-motivated, enthusiastic and proactive approach	I	
Committed to anti-discriminatory practice.	I	
Committed to own personal and professional development	I	
Reflective and learning self-aware and take responsibility for both positive and negative results		
Commitment to, and demonstration of the PSS values and their application to the delivery of quality services		
Solution focused in approaching challenges		