

MST (Multisystemic Therapy) Therapist – Grade 12

At Kirklees we want to be innovative and creative in the way we work to deliver our services to our communities. We know we have challenging times ahead so we are always looking for better and smarter ways to work.

MST is an intensive family and community based intervention for children and young people aged 11-17, where young people are at risk of out of home placement in either care or custody due to their offending or having severe behaviour problems. The aim of MST is to break the cycle of anti-social behaviours by keeping young people safely at home, in school, and out of trouble. The service will be contactable 24/7 to ensure the most effective and timely support to families at times of crisis.

As an MST Therapist, you will bring your professional discipline to the team and will hold a caseload of complex cases working intensively and flexibly with families for up to 5 months. You will deliver the most appropriate MST intervention (e.g. behavioural therapy, CBT) utilising the MST model and analytical process.

The Job

You will work intensively with some of the most complex cases in Kirklees and will engage directly with those families in their own homes and communities, to empower them with the tools and resources to manage the young person's behaviours.

You will be supported to determine the appropriate interventions and work with families to establish specific goals for the intervention. The overall aims of MST are:

- increase young people's engagement with and success in education and training;
- promote positive activities for parent & young person;
- reduce young people's offending and/or anti-social behaviour;
- improve family relationships;
- systemically tackle underlying problems within the family.

Engaging with families and developing their commitment to MST as well as the input required will be vital to your success although the nature of the work means this will be challenging.

You will take the lead role and navigate working beyond professional disciplines to deliver and ensure the success of MST interventions. Development of commitment to expected outcomes of interventions will be crucial. You will provide advice to others on the MST model.

You will be supported within the MST team and by the Service Manager; and will receive regular group and individual professional supervision to support you as a professional and share learning and best practice.

To maintain the intensity of support and interventions, the service will be contactable 24/7 and as such you will be expected to participate in an on-call rota.

Job Checklist

- Exercises professional judgement and uses appropriate MST methods and interventions to support the best possible outcomes for children and young people.
- Adheres to the MST approach and works within expectations of relevant profession
- Is a role model for the MST approach
- Utilises theory and evidence based practice in delivery of the MST approach
- Support the development and promotion of MST
- Positively engages with and makes effective use of reflective supervision, putting learning into practice and contributing to the appraisal processes. Identifies and takes up opportunities for CPD
- Positively engages in regular training and development with supervisor and MST Expert in line with MST model.
- Contribute to the performance monitoring and reporting requirements of the MST programme
- Makes full use of the council's IT systems and works within administrative & financial procedures
- Work proactively and professionally with a range of professional disciplines
- Work flexibly and intensively with families being clear of expectations
- Develop knowledge and expertise in a range of MST interventions; sharing across the team and wider service
- Works in a way that takes into account issues relating to age, sexuality, health, race, religion, culture, and life experience
- Maintains accurate and up to date case records and works within confidentiality and information sharing protocols
- Participation in rota cover 24/7 on call support to meet the needs of families at the times they need support

Please click [here](#) to see your responsibilities related to safeguarding ●

The Person

We need our employees to be driven to achieve the best, to be hard working, respectful and thoughtful to each other and our customers, and to be creative wherever they work.

You will have significant experience of working either behaviourally and/or therapeutically with young people and their families where there is challenging behaviour; and will be passionate and committed to working directly with families to make a difference to children and young people, and will enjoy the challenge this brings.

You will be interested in evidence-based practice and research, and will be keen to develop your knowledge of MST and therapeutic and intervention skills. Confident, articulate, and professional you will be at the pinnacle of your professional practice and will relish the opportunity that adopting the MST model brings. Committed to your personal and career development, you recognise when you need support and engage proactively in supervision and CPD.

A positive, resilient and flexible individual who adopts new ways of working, you will champion the MST model and creative ways of working to achieve positive outcomes for children and young people. You understand that the intensive nature of the work requires your own flexibility to meet family and service needs.

An excellent communicator with a restorative approach, you will have the skills to support and challenge young people, their families and professionals, to form effective working relationships in the most challenging of cases. You understand the importance of clear and timely case recording and demonstrating outcomes of the MST programme.

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours:

- Honesty
- Positive
- Flexible
- Respectful
- Communicative
- Supportive

We also expect you to promote and role model the Council's Expectations of a New Council employee. This role is at level 2. To find out more about Council Behaviours and Expectations please click [here](#).

Person Checklist

- A Bachelor's degree in a relevant subject, and/or preferably professionally qualified in a relevant discipline (e.g. social work, psychology, mental health nursing)
- A positive and restorative approach to working with families and children
- Confident, passionate and committed to working directly, flexibly and therapeutically with families.
- Significant experience of working with children, young people and their carers.
- Demonstrate an understanding of and commitment to the MST approach and an understanding of other professional's theoretical perspectives of this client group.
- Able to use MST interventions to promote positive change, independence and wellbeing in accordance with assessed need, demonstrating the voice of the child.
- Demonstrate skills in the use of complex methods of psychological assessment, psychological formulation, intervention and management with an interest and experience in research, service evaluation and audit.
- Ability to communicate effectively, highly technical and clinically sensitive information, including contentious and highly distressing information to client, their families, carers and other professional colleagues both within and outside the Local Authority.
- Keep up to date with changes in practice, legislation and guidance and is committed to continuous professional development and working within professional standards.
- Working knowledge of relevant legislation and ability to apply legislation to practice
- Understanding of developments in legislation, national and local policy particularly in relation to offending behaviour and mental health
- Able to undertake high quality assessments and provide clear analysis, within set timescales.
- Able to transfer knowledge and skills into new situations
- IT skills to support accurate and timely case recording
- Accept that an enhanced DBS check will be required.
- Accept that the nature of the programme requires a flexible approach
- Willingness to participate in on call rota
- Travel is an essential part of this job and therefore it would be extremely difficult for you to do your job effectively if you did not use a car for all or most of the time. It is essential that you hold a full and valid driving licence and it is expected that you will either use a council vehicle or your own car.

This Role Profile is intended to provide an understanding and appreciation of the responsibilities of this particular job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience and grade of this job.