

MST Supervisor – Grade 15

Job purpose

The MST Supervisor will manage a team of up to 4 MST therapists, who are working with some of the most complex families in Kirklees. MST Supervisors work within the MST model under guidance and support of the MST Expert (MST Services, USA/MST-UK & Ireland) to provide clinical supervision and oversight to therapists working intensively with families using the MST analytic process and principles.

The MST Supervisor will support therapists to determine the appropriate interventions and work with families to establish specific goals for the intervention. The overall aims of MST are:

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

The MST Supervisor will supervise a range of evidence-based interventions. They will hold clinical responsibility for cases and have a senior lead role when working with other agencies and partners. They will exercise professional clinical judgement utilising psychological theory and evidence-based practice to ensure appropriate MST methods and interventions deliver the best possible outcomes for families.

The MST Supervisor will support a culture of high expectations including responsibility for ensuring fidelity to the MST model by staff and ensuring optimal team caseload by proactive planning and regular evaluation of outcomes and case progression. They will ensure that therapists are supported and have access to excellent CPD and regular group and individual supervisions. They will promote evidence-based practice and research and will develop their own knowledge of interventions and supervisory skills (with engagement in the MST supervisor development and booster sessions), as they in turn use these skills to develop the therapists in their team. They will enjoy working autonomously as a lead professional and manager of the team, but also appropriately seek the guidance of the Programme Manager and MST Expert as part of the comprehensive MST CPD process.

The MST Supervisor will be positive, passionate and committed to making a difference to young people and their families; and also with the supervision and development of staff. They will have a "can-do" approach to resolving clinical and strategic barriers. They will use their professional and personal skills to engage directly with children and families and with all levels of professionals and will seamlessly switch between roles and audiences. They will manage risks in a calm and assertive manner, fostering a supportive and resilient environment; and will embrace and lead on service changes and developments.

The MST Supervisor will role-model good practice by frequently working alone, with flexible and unsocial hours across Kirklees in a number of office and remote settings, to meet the needs of families, therapists and partners. They will provide 24/7 on-call support across teams on a rota basis and will provide supervisory cover to other MST teams; and may be expected to carry a caseload if required by the service, e.g. to cover annual leave and sickness. They may additionally be responsible for the supervision, line management and development of back-up supervisors and/or business support staff as required.

The MST Supervisor will work closely with the Head of Service to take a lead role in implementing and developing the service; and will contribute to training, research, presentations, disseminations, and wider strategic MST and Kirklees Council initiatives and service needs. They will actively participate in all MST quality assurance process, including the collection, analysis and reporting of research and service data and outcomes for families and staff both pre-, during and post- MST and disseminating these as applicable both

internally and externally, including Programme Implementation Reviews (PIRs). They will liaise with MST regionally, nationally and internationally to develop the MST evidence base, ensuring that MST is delivered in line with expectations and license conditions. They will work alongside the National MST-UK & Ireland Team, based at King's Health Partners in London, MST Services USA, Other MST sites/Researchers to promote and develop MST across the UK.

The MST Supervisor will participate in service development, including the review of goals and guidelines and will be responsible for the processes of screening, assessing eligibility, allocating and reviewing referrals into the wider MST service.

This role is based within Children and Families

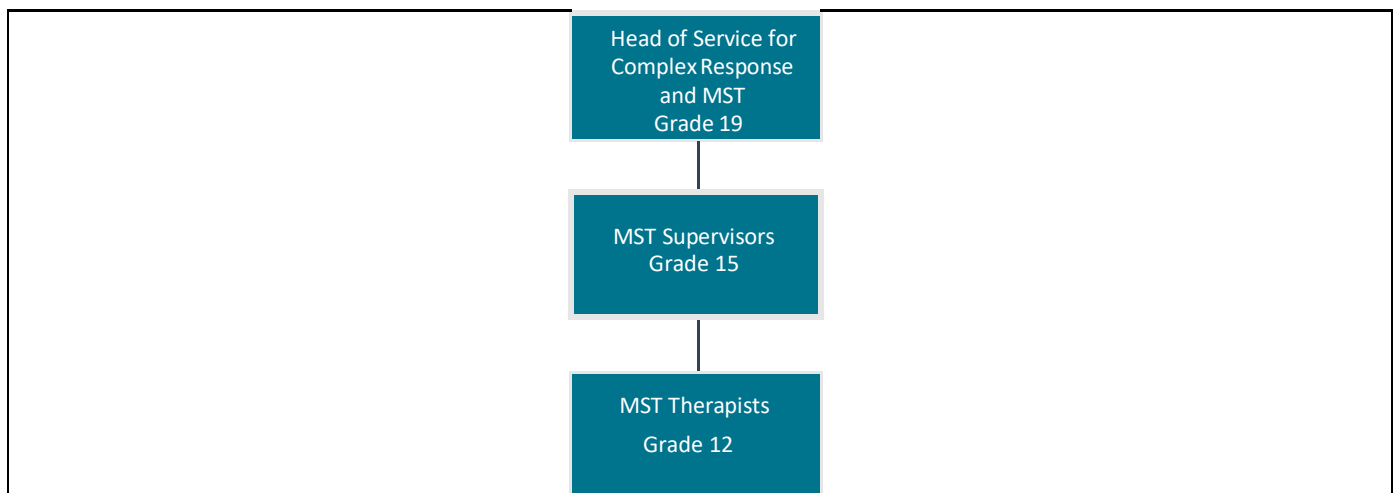
Find out more about [working for Kirklees](#).

Key areas of responsibility

- Delivery of group and individual supervision of MST therapists to provide specialist evidence-based therapeutic and behavioural interventions to families to keep children living at home, in school and out of trouble.
- Recruitment and line management of MST therapists and other MST staff.
- Provision of supervisory and line management cover for other MST teams and staff.
- Participation in on call rota to ensure the service is available to staff and families 24/7.
- Hold clinical responsibility for cases across MST teams.
- Exercises professional judgement and uses appropriate MST methods and interventions to support the best possible outcomes for children and young people.
- Works closely with research partners: Actively collects, analyses and disseminates data for service evaluation and research purposes.
- Contributes to training, research, presentations, disseminations, and wider strategic MST and Kirklees Council initiatives and service needs.
- Engages effectively with families and professionals at all levels.
- Communicates effectively, highly technical and clinically sensitive information, including contentious and highly distressing information to children, their families, carers and other professional colleagues both within and outside the Local Authority.
- Liaises with local, regional and national MST partners, and research colleagues to achieve research, service evaluation and development objectives.
- Positively engages in regular training and development under the Supervisor Development Plan with programme manager and MST Expert in line with MST model, including attendance at quarterly boosters. Identifies and takes up opportunities for CPD.
- Adherence and accountability for self and staff to Data Protection, GDPR and information sharing legislation and policies.
- Maintains and evaluates accurate and up to date case records across team and works within confidentiality and information sharing protocols.
- Contributes 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.
- Works in a way that takes into account issues relating to age, sexuality, health, race, religion, culture, and life experience.
- Adheres to the MST approach and works within expectations of relevant professional registration.
- Utilises theory and evidence-based practice in delivery of the MST approach.

- Develops knowledge and expertise in a range of MST interventions; sharing across the team, wider service and locality.
- May carry a caseload of families where there is highly challenging behaviour.
- Contributes to service development, including the review of goals and guidelines
- Responsible for the processes of screening, assessing eligibility, allocating and reviewing referrals into the service.

Position of job in organisational structure



Employee Specification

Knowledge, qualifications, skills and experience	Shortlisting criteria
Professional qualification and active HCPC (or equivalent) registration (E.g. Forensic, Clinical or Counselling psychology, Social Work, Mental Health Nursing); or qualified in a relevant discipline that does not have a UK professional registration body (e.g. Probation).	Essential
Doctorate and/or Masters degree in relevant field.	Desirable
Formal academic research and dissemination experience.	Desirable
Skilled in the direct use of psychological assessment, formulation, intervention and review.	Essential
Experienced in the supervision of psychological assessment, formulation, intervention and review.	Essential
Significant experience of working with children, young people and their carers where there is challenging behaviour.	Essential
Experience of use of family therapies.	Desirable
Skilled and experienced in the delivery of clinical supervision and training.	Essential
Experience and training in MST as a therapist or supervisor.	Desirable
Experience in research, data collection and audit.	Essential
Significant experience of behavioural therapies e.g. CBT, marital therapy.	Essential
Knowledge of relevant national and regional policy and legislation.	Essential
Supports and promotes a culture of high expectations.	Essential
Experienced and confident to hold clinical responsibility for cases	Desirable
Ability to communicate effectively, highly technical and clinically sensitive information, including contentious and highly distressing information to children, their families, carers and other professional colleagues both within and outside the Local Authority.	Essential
Up to date working knowledge, adherence and accountability for self and staff to Data Protection, GDPR and information sharing legislation and policies.	Essential
High proficiency in IT skills and applications (including Microsoft Word, Access, PowerPoint) to support accurate and timely case recording, audit, and reports.	Essential
Committed to and champions Safeguarding	Essential
Experience of managing and co-coordinating a broad range of staff/services.	Desirable
Change and project management skills.	Desirable

Behaviours and expectations

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:

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

You will also promote and be a role model of the Council's expectations of a New Council Employee within the organisation. This role is at level 3. Find out more about [Council Behaviours and Expectations](#).

General information

See your responsibilities related to [Safeguarding](#).

Able to work unsocial hours – the programme requires a full-time, flexible approach to meet the needs of families.

Driving licence or able to travel independently across Kirklees, exceptions maybe made for disabled candidates.

DBS check at the appropriate level.

This Job 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.

For Office Use Only:

Job Category	MST	Grading ID	66695
Job ID	80103050	Last Updated	November 2020
Job Focus	Yes – MST FIT	Career Progression	No

Contractual Variants

DBS Category	Children	DBS Type	Enhanced + Barred
Health Check	No	Politically Restricted	No
24/7 working	Standby	Public Holidays	No
Night Working	No	Alternating Pattern	No
Standby	Yes	Other	
Checked by HR	November 2020		