

MST (Multisystemic Therapy) Therapist Grade 12

Job purpose

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 behavior problems. The aim of MST is to break the cycle of anti-social behaviors 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.

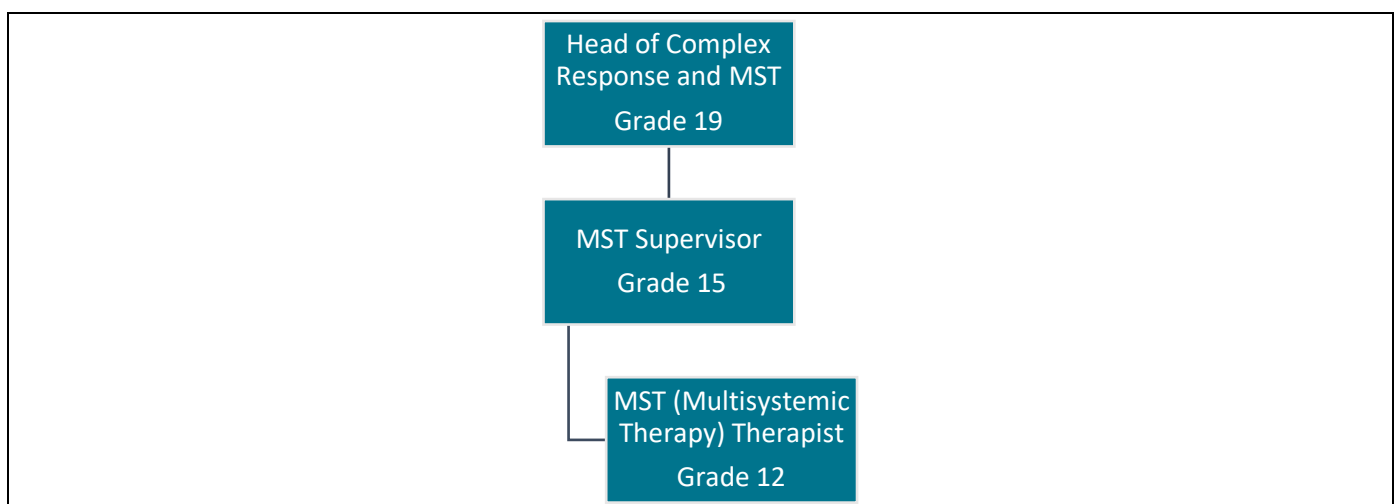
This role is based within Children Services. Find out more about [working for Kirklees](#).

Key areas of responsibility

- 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 behaviors.
- 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 behavior.
 - 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 support 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.

- 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 considers 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.

Position of job in organisational structure



Employee Specification

Knowledge, qualifications, skills and experience	Shortlisting criteria
Registered professional qualification relevant to MST e.g. Social Work, Psychology, mental health nursing	Essential
Significant experience of working with children, young people and their carers.	Essential
Demonstrates an understanding of and commitment to the MST approach and an understanding of other professional's theoretical perspectives of this client group.	Essential
Able to use MST interventions to promote positive change, independence and wellbeing in accordance with assessed need, demonstrating the voice of the child.	Essential
Demonstrates skills in the use of complex methods of psychological assessment, psychological formulation, intervention and management.	Essential
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.	Essential
Keeps up to date with changes in practice, legislation and guidance and is committed to continuous professional development and working within professional standards.	Essential
Working knowledge of relevant legislation and ability to apply legislation to practice.	Essential
Understanding of developments in legislation, national and local policy particularly in relation to offending behaviour and mental health.	Essential
Able to undertake high quality assessments and provide clear analysis, within set timescales.	Essential
Able to transfer knowledge and skills into new situations.	Essential
IT skills to support accurate and timely case recording.	Essential
Accepts an enhanced DBS and barred list check is required. Please note that a conviction may not exclude candidates from appointment but will be considered as part of the recruitment process.	Essential
Accepts that the nature of the programme requires a flexible approach.	Essential
Willingness to participate in on call rota.	Essential
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.	Essential

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 2. Find out more about [Council Behaviours and Expectations](#).

General information

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

Able to work unsocial hours

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	Children Services	Grading ID	66210
Job ID	80102429	Last Updated	June 2020
Job Focus	No	Career Progression	No

Contractual Variants

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