

## Lead Mental Health Worker

*(known as Intervention Specialist)*

### Job Description

The role of Intervention Specialist will require you to lead on the design and delivery of interventions aimed to support 4-18 year olds with a complex range of needs to engage in education.

The interventions will facilitate positive behavioural change in the lives of some of the most vulnerable young people in Oxfordshire and Buckinghamshire, many of which are subject to Child in Need Plans, Child Protection Plans, have an Education Health and Care Plan (EHCP), or are on the Child & Adolescent Mental Health Services (CAMHS) waiting list.

Drawing on your experience, alongside support in supervision, your role will require you to lead team members in creating, developing and managing interventions. You will receive training and supervision, to support you with your role including training in Cognitive Behavioural Therapy, Dialectical Behaviour Therapy and Trauma Informed approaches. You will lead small groups of two or three staff for each young person you work with, and you will work with around five young people at a time. As part of this teamwork, you will lead on conducting assessments of young people, target setting, intervention planning and risk assessing. One-Eighty keeps caseloads small to allow our staff time to think carefully about each young person as an individual, work effectively with the multi-professional network and take a creative, tailored approach to intervention.

An essential part of the role is to have an understanding and implementation of safeguarding measures, ensuring that you are confidently liaising with the DSL (Designated Safeguarding Lead) when necessary and escalating where appropriate to keep young people safe.

An important element of the role will entail a continual reviewing and evaluating of the effectiveness of the process in interventions, in order to ensure that it is generating sustainable outcomes (e.g. improved attendance/engagement with services).

Preparing and maintaining written records is an essential aspect of the role - you will need to model best practice in this area. Furthermore, to ensure that the support and intervention offered is holistic you will also be required to engage with other professionals and agencies as well as work closely with the young person's family, school, and community. The result will be an effective and holistic intervention delivered with professionalism, passion, and sensitivity.

The delivery of sessions takes place in a range of settings; including young people's homes, within schools, and the community. The span of our services is across the county, into neighbouring counties (across BOB – Buckinghamshire, Oxfordshire, and Berkshire), so the role will require you to travel. All travel time (except commuting) will be within your working hours and expenses (outside of your commute) reimbursed.

You will be working as part of a larger team but will also frequently be on your own conducting assessments and interventions. It will be a crucial part of the job that you are able to build positive relationships; not only with the young people, but also with school staff, professionals and your colleagues. As the lead on a case, you will need to close each intervention by meeting with the key members of the professional network and the young person's family in order to make recommendations for the next steps.

On a more independent level, part of your role will require you to research psychological information and models and apply this to your work. At times during the year, you will be asked to deliver training to new staff members and/or volunteers based on the training you receive and experience of working within the charity. This is to inform the team about new theories or developments in our area of work and to develop personal skills to enhance your practice and develop your CPD portfolio. As an Intervention Specialist, you may be required to deliver training for school staff and/or other professionals.

You will also be expected to take an active role to input into One-Eighty's social media platforms to help promote the charity and its impacts on young people. This includes offering intervention case studies and content, and liaising with the Development Team. Furthermore, as part of a small but growing charity, you will be required to take an active role in supporting the charitable arm of the organisation, through participating in fundraising events and initiatives. This may involve supporting the team with ideas, organising, and liaising with personal contacts. You will be a constant advocate for the charity and be expected to present yourself as a professional member of the team, demonstrating the values and ethos at all times.

The role is as demanding as it is rewarding and exciting. No day will be the same, and no young person we work with leaves unchanged.

## Person Specification

To get an interview please outline in your application form how you meet the points below:

Essential Criteria	Desirable Criteria
Degree or equivalent in a relevant subject e.g., psychology or similar (social work, sociology, education, youth work, nursing)	Previous experience of attending multi-professional meetings/multi-professional working
Experience of leading others in the workplace	Good knowledge of existing behaviour support programmes and services
Experience of working with vulnerable young people/families	Knowledge of the curriculum and how it might be adapted to individual children
Experience of working with children with a range of challenging behaviours	Experience of providing direct support to parents/carers
An ability to effectively engage and connect with teachers, students, and families to ensure positive outcomes	Demonstrated ability to think and write reflectively in order to improve practice and support reflectiveness in others
Ability to evidence an understanding of the need to safeguard children and young people including adhering to policies and procedures	Additional professional qualifications suited toward this field of work (i.e., 'Team Teach', CBT or DBT qualifications)
Previous experience of completing risk assessments and/or writing reports	Experience of working with children who have Special Educational Needs
Experience of effective teamwork	
Ability to show resilience and clear thinking when working with challenging young people	
Competent use of MS Office Suite and strong recording skills	
A Full UK driving licence and access to a car, able to acquire business insurance to allow you to transport young people	

### Equality, inclusivity and diversity (EDI) at One-Eighty:

We have an EDI committee that is working hard to make One-Eighty more accessible in a range of ways. One focus area is diversity in our workforce and therefore we are committed to doing all we can to ensure that our staff, trustees and volunteers reflect the diverse individuals we work with. We encourage all applications, regardless of age, disability, gender, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, or sexual orientation.

We would especially welcome male applicants, people from BAME communities and backgrounds, and people living with disability. You are currently not as well represented in our organisation as we would like, and will bring the varied experience, skills and viewpoints we are seeking.

### Induction:

During induction, all staff take part in a thorough internal training period and are required to complete a shadowing checklist before working autonomously. This is monitored and assessed by your line manager.

*PLEASE NOTE: this job description outlines the key accountabilities of, and output required from, the post-holder. It is not a definitive summary and the role may well change and evolve over time. From time to time you may be asked to work at different sites to meet the organisation's need. Our office is currently in Botley, Oxford but the role requires travel throughout the county of Oxfordshire and Buckinghamshire (travel expenses are paid).*