



# Outcomes First Group

**Job Description:** Child & Adolescent Mental Health Nurse

**Location:** Holistic Services: Closeburn & Maben Schools and Residential Services

**Reports to:** Lead Clinician

**Job Purpose:**

To be a member of a multi-disciplinary team (school, residential and clinical) supporting the delivery of high quality education and clinical provision within our services.

To work with children and young people within Holistic Services, providing specialist mental health and wellbeing support through assessment, therapy and care coordination, working also with staff to support provision of this.

**Key Internal Stakeholders:**

- Other staff within the clinical team
- Staff within the education/care team
- Staff in other departments within the service
- Staff in other services in the Region Central Office Staff

**Key External Stakeholders:**

- Service User relatives, advocates, and others
- Placing Authorities and Service Providers
- Registration, Regulatory and Inspection bodies
- Local Services – Statutory, Voluntary and Community
- Neighbours



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## **Key responsibilities:**

### **Clinical**

- To offer a specialist mental health and wellbeing service in the specified schools and residential children's homes.
- To work collaboratively with education and/or care staff, as a key member of the multi-disciplinary team, working together to set targets and as part of an 'assess, plan, do and review' model to support the client group.
- To provide specialist training, reflective practice, consultation, observation, explanation and modelling to staff within the services and support them to carry out their tasks, including implementation of interventions, approaches and strategies to support the client group.
- To ensure that teams have access to a biopsychosocial model of mental health and framework for the understanding and care of young people, through advice and consultation, clinical supervision and the dissemination of knowledge, research and theory.
- Represent the clinical service and/or individual clients at multi-disciplinary meetings, to ensure the delivery of a co-ordinated multidisciplinary service, integrating knowledge around mental health where relevant.
- To provide a specialist assessment, formulation, intervention, management and evaluation role in the service using relevant and specialist mental health approaches.
- To participate in the process of the assessment of referrals into the service on request/as part of OFG process.
- To make decisions about mental health and wellbeing intervention options taking into account: OFG approved approaches; relevant evidence-based research, theory and practice; and complex factors concerning historical and development processes which have shaped the specific client group and their families.



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- To work with own caseload and to provide specialist assessment, intervention and evaluation under the management of Lead Clinician and in consultation with key adults involved.
- To undertake direct intervention with some members of client group, both at individual and group levels.
- To use OFG approved outcome measures, and other approved methods of evaluation, to monitor and review impact and progress, reassessing and altering interventions/recommendations accordingly following analysis of outcomes.
- To support client group to have a voice, acting as advocates for them when their voice is not understood or heard.
- To ensure appropriate liaison with professionals from external agencies in relation to shared cases, including agencies working with the specific client groups and their carers.
- To be responsible for monitoring and evaluating risk to/from the specific client group within own caseload and providing advice and consultation offered to others around risk management of the wider service cohort.
- To communicate and share information in a highly skilled and sensitive manner with young people, families, other professionals and agencies using the highest levels of interpersonal skills in situations which are likely to be highly emotive, upsetting and/or confrontational.
- To maintain the highest standards of clinical record keeping and report writing, being responsible for maintaining and sharing accurate and comprehensive records in line with the appropriate professional bodies standards of practise and OFG's ways of working.
- To model standards of best practice and professional responsibility in line with 'Care Quality Commission' outcomes (relevant only to care services) and the principles of Clinical Governance and professional regulations and standards of behaviour detailed within relevant professional bodies, including the Nursing & Midwifery Council



documentation. Ensure that standards of clinical excellence are maintained at all times.

## **Service Development and Research**

- To work closely with clinical and education/care colleagues, using mental health nursing skills at a whole service level by contributing to the development of the service via: capacity building staff; embedding companywide approaches; and informing policies, processes and protocols.
- To support in promoting, initiating, implementing, embedding and evaluating agreed service developments, approaches and projects.
- To keep up to date knowledge of legislation, national and local policies and issues relevant to the service, continuously using this knowledge to improve service delivery.
- To use OFG approved service evaluation and monitoring tools to evaluate, review and improve on clinical service delivery.
- To utilise theory, evidence-based literature and research to support evidence-based practice and contribute to the development of best practice within the service.
- To participate in clinical team meetings and working groups, supporting local service development and to generate written protocols and policies concerned with the delivery and development of wider clinical services by providing a mental health nursing and wellbeing perspective, following evidence-based knowledge and good practice.
- To contribute to the overall ethos/work/aims of the company.
- To contribute to relevant research, projects and pilot studies as agreed.
- To be responsible for the prudent efficient and effective use of equipment and resources within the service, ensuring awareness that the service operates to agreed budgets and contributing to keeping within these budgets as instructed.



## **Supervision**

- To offer clinical supervision as appropriate and as necessary, to peers, trainees and colleagues within OFG, using OFG clinical supervision methods and guidance provided by relevant clinical regulatory bodies.
- To ensure that engagement with own clinical supervision is maintained, in line with Nursing and Midwifery Council requirements and OFG clinical supervision methods.

## **Managing own Performance and Development**

- To maintain awareness of and complying with current policies and procedures relating to safeguarding, child protection, health, safety and security, confidentiality and data protection, and reporting all concerns to an appropriate designated person.
- To maintain up to date knowledge of OFG guidelines and of national local standards and monitor own and others quality of practice as appropriate.
- To engage with OFG processes and platforms to maintain up to date knowledge of service and companywide developments.
- To engage in line management meetings, performance management and appraisal processes as required, setting and achieving challenging professional targets and carrying out agreed personal development programmes to meet targeted knowledge and competencies.
- To be responsible for maintaining own competency to practice through OFG approved CPD activities and supervision, maintaining a portfolio which reflects personal development.
- To actively participate in CPD activities, including completing all OFG mandatory training to deadlines.
- To exercise professional responsibility based on the Nursing and Midwifery Council and other relevant professional body's standards.



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- To maintain and develop current knowledge of evidenced-based practice, developing specialist knowledge of particular conditions and client types.

## **Health, Safety and Well-Being**

- To monitor and promote own positive emotional and physical wellbeing and fitness to practice, including (but not limited to) ensuring a healthy life and work balance, accessing relevant resources, tools and processes available via OFG and accessing additional support if/when required, working with line managers and supervisors when needed.
- To contribute to a safe and secure environment for people who use our services. In carrying out the tasks in this job description you have a duty (under Health & Safety legislation) to take reasonable care for the health and safety of yourself and that of others. This implies: taking positive steps to understand, report and/or remedy all hazards in the workplace; to comply with safety rules and procedures; and to ensure that you undertake all duties in a manner calculated to minimise or avoid unnecessary risks, personally or to others.
- To remain vigilant and do everything possible to protect people who use our services, and others, from abuse of a physical, emotional, sexual, neglectful, financial or institutional nature. This includes an absolute requirement to know how to identify potential abuse or neglect and follow safeguarding procedures, reporting any incident of this nature you witness, hear or suspect. Being aware of the current legal requirements, national policies and guidance on the safeguarding and promotion of the well-being of client group.
- To know how to identify and support our client group when progress, development or well-being is affected by changes or difficulties in their personal circumstances, and when to refer them to other colleagues and external agencies.
- To work within infection control, risk management and Health & Safety guidelines to deal appropriately with unpleasant conditions relating to client contact as they arise, for example: exposure to body fluids.



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## **Administrative and IT**

- To support the organisation, co-ordination and minute taking of meetings as required.
- To maintain the highest standards of clinical record keeping and management of clinical files (using OFG approved methods and templates), including electronic data entry and storage.
- To safely distribute/share mental health & wellbeing nursing documents, and any other relevant documentation as required, in line with 'GDPR' and OFG guidance.
- To develop a skill base in the administration and analysis of a range of packages as required.
- To be competent in the use of basic IT packages and platforms such as Microsoft Word, Excel, Power Point, Share Point TEAMS, Zoom.
- To use OFG branded materials and resources where appropriate.

## **General**

- To operate at all times in accordance with company policies and procedures, with particular reference to Safeguarding, Child Protection, Whistleblowing, Complaints and Representations and Behaviour Policies.
- To promote the service as a valued asset within its community and promote a culture that reinforces this image via appropriate conduct at all times.
- To work to and exhibit the values of OFG and maintain standards of behaviour in accordance with OFG policies, procedures and practices.
- To ensure that all actions are in the interests of the people we support and OFG.
- To be flexible to the demands of the environment, including unpredictable work patterns, deadlines, and frequent interruptions.
- To carry out any other reasonable and relevant duties as required within OFG



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The above serves as a guide and is not an exhaustive list of duties and responsibilities: the postholder may be required to undertake other duties as reasonably required by their Line Manager / Lead Clinician / Clinical Operational Lead. This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the postholder.

I have read through the job description and agree to perform the duties as outlined above.

Job Holder's signature

Name: \_\_\_\_\_

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Signed on behalf of the OFG Group

Name: \_\_\_\_\_ Title: \_\_\_\_\_

Signed: \_\_\_\_\_ Date: \_\_\_\_\_





## Person specification

Experience	Essential	Desirable
Relevant previous experience, working in related settings and/or with related client group.	✓	
Experience of working with specific client group (e.g. social, emotional and mental health and neurodiversity) <i>and</i> setting type (e.g. schools and/or residential care).	✓	
Experience of effective multi-disciplinary working (working with both clinical and non-clinical, internal and external agencies).	✓	
Experience of effectively communicating with/working with families/relatives and carers	✓	
Experience of effectively working at different systems within an organisation e.g. service development, group and individual levels.	✓	
Experience of working via a model of: 'assess, plan, do and review'.		
Experience of effectively using consultation as method of service delivery.	✓	
Experience of providing supervision to others.		✓
Skills and Knowledge	Essential	Desirable
Knowledge of client group and their needs.	✓	
Knowledge of trauma informed practice and neuro-diversity.	✓	
Ability to develop clinical formulations and use these to inform clinical intervention plans and recommendations for others.	✓	
Ability to develop and deliver training to different cohorts of people.	✓	
Ability to write coherent and accurate clinical records, including observation records, consultation records, reports and intervention plans.	✓	
Excellent communication with people on complex matters and ideas and in complex situations.	✓	



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Working knowledge of current philosophies and principles underpinning services for those within the specific client group.	✓	
Knowledge of legislation and its implications for both clinical practice and professional management in relation to the client group.		✓
Effective IT skills, or aptitude to learn effective IT skills, to use core computer programmes and platforms.	✓	
Ability to work effectively with a range of professionals, problem solving with others to achieve excellent service development outcomes.	✓	
Ability to use evaluation tools to demonstrate and improve service effectiveness and outcomes.	✓	
Ability to make independent clinical decisions when necessary.	✓	
Excellent time management and organisational skills.	✓	
Ability to prioritise multiple work demands and meet work deadlines.	✓	
<b>Qualifications &amp; Training</b>	<b>Essential</b>	<b>Desirable</b>
Current professional registration with appropriate body in health care (i.e. NMC).	✓	
Evidence of Continuing Professional Development	✓	
Recognised qualification in a specific model of therapy (e.g. CBT, DBT)	✓	
At least 18 months post qualifying experience including sign off of appropriate preceptorship framework	✓	
Leadership or Management qualification		✓
CAMHS degree		✓
Training in evidence-based interventions/approaches.		✓
Undertake relevant Group induction training on commencement in post.	✓	
<b>Other</b>	<b>Essential</b>	<b>Desirable</b>
Commitment to the values of the organisation.	✓	
Flexible approach to working environments.	✓	
Ability and willingness to travel on company business.	✓	



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Full driving licence and access to a car.	✓	
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