



Person Specification			
Post title	MST-CAN Therapist	Grade	K

This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
Skills, knowledge, experience		
S1	Securing and maintaining the engagement of families and children	CV, E, I
S2	Assessment, planning and reviewing with families and their wider ecology	E, I
S3	Ability to assess and manage risk and keep calm in risky and volatile situations to defuse risk	CV
S4	Skills in clear and concise record keeping using electronic data recording systems	E, I
S5	Organisational skills and ability to prioritise a competing workload	E, I
S6	Ability to work to strict deadlines	CV, E, I
S7	Knowledge of the legal framework governing work with children and families	CV, E, I
S8	Extensive knowledge of child safeguarding procedures and statutory guidance and the ability to apply this in practice	CV, E, I
S9	Knowledge of relevant psychological approaches as they apply to working with children and families such as pragmatic behavioural interventions, structural and strategic family therapy and/or systems theory	CV, E, I
S10	Knowledge of the use of CBT based interventions with children and their families	CV, E, I
S11	Knowledge of child development research and its application in treatment	CV, E, I
S12	Experience of working with young people/families presenting high levels of risk	CV, E, I
S13	Experience of engaging children and families with multiple and complex problems and challenging behaviours	CV, E, I

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S14	Experience of therapies to deal with common clinical problems within MST-CAN, e.g., criminal behaviours, family conflict, parental mental health concerns, drug use, truancy, including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.	E, I
S15	Implementation of interventions within or between systems in the young person's or family's community that affect or influence the behaviour of the young person and family (i.e., family, peer, school and neighbourhood)	E, I
S16	Experience of multi agency working and taking the clinical lead in delivering intervention	CV, E, I
Personal attributes and circumstances		
P1	You must adhere to the "Knowsley Better Together" staff qualities; Integrity, Accountability, Communication and Respect	I
P2	The ability to engage with children, young people, their families and carers	E, I
P3	Ability to work flexibly outside working hours	CV, E, I
P4	Demonstrate an understanding of sharing Information and evidence in relevant practice	E, I
P5	Self motivated and resilient	E, I
P6	Willing to carry out urine tests to detect the use of drugs or alcohol	E, I
P7	Ability to tolerate ongoing constructive feedback with the aim of improving adherence to the model	E, I
P8	Able to work evenings and weekends as required	CV, E, I
P9	Ability to be available to provide 24/7 on-call cover for families	CV, E, I
P10	Must have valid driving licence and be able to travel around the borough using private transport	CV, C
Communication		
C1	A demonstrable willingness to share information and work with other people, including the ability to listen, communicate with and understand others, taking account of other people's points of view.	E, I
Qualifications		
Q1	Professional qualification in social work, youth offending, mental health, psychology, counselling, nursing or related professional field to degree level or above	CV, C

A = Application Form **C** = Certificate **E** = Exercise **I** = Interview

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P = Presentation **AC** = Assessment Centre **T** = Test

Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people.
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- Emotional resilience in working with challenging behaviours.
- Attitudes to use of authority and maintaining discipline

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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