Job Description

Position Details

Position:	Lead Therapeutic Practitioner - MyST
Directorate:	Children, Young People and Families
Service:	Children's Services
Position no:	BG18021
Grade:	8
Hours of work:	37
Work style:	Agile Worker
DBS required:	Enhanced Disclosure with Child and Adult Barred List
Contact:	Eirian Teague
Date:	09.11.2026

Politically Restricted? ☐ **Yes*** ☒ **No**

* The position is politically restricted within the provisions of the Local Government and Housing Act 1989 as prescribed in the Local Government Officers (Political Restrictions) Regulations 1990

About the Position

Reporting to: Team Manager- MyST

Responsible for:

To work as part of a multi-disciplinary team providing a therapeutic service for looked after children with complex needs, who are at risk of being placed in out of area residential or institutional care due to their emotional and mental health needs.

To directly deliver therapeutic interventions and support to children, young people, their carers and families.

Principal Accountabilities

1. To comply with the relevant sections of the Authority's policy statement on Health, Safety and Welfare at Work.

2. To adhere to the principles of the Corporate Equality Policy and ensure commitment to anti-discriminatory practice.

3. You will be expected to work as part of a multidisciplinary team, ensuring the provision of a responsive, high quality, customer and outcome focused service to children, young people, their families and partner agencies across Blaenau Gwent.

4. To ensure the provision of a responsive and customer focused service to children, young people, their families and carers and partner agencies, which include home or site visits.

5. To undertake appropriate auditing and regular monitoring of work to enable the service to meet its objectives.

6. To review children, young people and their families' records to support and lead where necessary on quality assurance processes and the provision of management information ensuring this is duly uploaded into the appropriate database, reporting and commenting on any significant or relevant matters that derive from the reports produced.

7. To ensure provision of a professional, quality service that is delivered to the service specification, utilising relevant legislation, professional regulations, practice and procedures.

8. To provide mentoring and professional developmental support, including advice and guidance to less experienced staff.

9. To undertake complex assessments and formulations, making appropriate recommendations for intervention, with a view to ensure outcome focused achievements for children, young people and their families.

10. To lead on case reflections and reviews for children and young people on the team caseload

11. To contribute to and work within a multi-disciplinary team model sharing values and working towards a shared vision

12. To maintain and develop effective working relationships with wider partners to ensure the best outcomes for children, young people and their families.

13. To be responsible for providing a high level of professional therapeutic practice using appropriate interventions that are outcome focused, and evidence based.

14. To attend meetings representing MyST with wider partners and demonstrate professionalism, clinical knowledge and the core values of public service, in terms of approach, advice and positioning.

15. To provide appropriate returns as required utilising and maintaining agreed systems to collate and provide data

16. To participate in an on-call rota to provide therapeutic support and intervention outside of office hrs. to our placement-based care.

17. To provide training and consultation to partner agencies and foster carers.

18. To participate in clinical and managerial supervision.

General Accountabilities

1. To comply with the Council's Policy Statement on Health, Safety and Welfare at Work.

2. To positivity promote the Council's Strategic Equality Plan and ensure commitment to anti-discriminatory practice.

3. To demonstrate a commitment to ongoing personal development.

4. To adhere to data protection principles whilst undertaking your duties.

5. To be responsible for undertaking your duties in a way that safeguards and promotes the welfare of children, young people and adults at risk. You must bring issues of concern regarding the safety and welfare of children, young people and adults at risk to the attention of the Safeguarding Officer in your service as soon as you become aware of them.

6. Undertake other duties that may be required of you, commensurate of your grade or general level of responsibility within the organisation.

This job description sets out the main responsibilities of the position at the date it was drawn up. Such duties may vary from time to time without changing the general character of the post or the level of responsibility.

Person Specification

Requirements	Essential (E) / Desirable (D)	Assessment methods: Application (A), Interview (I), Presentation (P), Test (T), Probationary Period (PP), other please specify
Qualifications		
A professional qualification in health, social care, youth and community work, teaching or a recognised therapy qualification.	E	A/I
Experience		
Training in Therapeutic Models.	D	A/I/PP
Experience of working in a therapeutic way with children and families who have experienced trauma and who have complex mental health needs.	E	A/I/PP
Experience of working therapeutically and delivering psychological and therapeutic approaches to children/young people and families.	D	A/I/PP
Knowledge / Skills		
Knowledge and understanding of how children/young people make attachments and the impact of developmental trauma on development.	E	A/I/PP
Understanding of children/young people's physical, intellectual, linguistic, social and emotional growth and development, and understanding of how children/young people learn.	E	A/I/PP
Communication skills, including understanding the effects of nonverbal communication and the ability to communicate clearly and concisely in the most appropriate way, engage children/young people, their families and carers in situations of high stress and communicate difficult information in a manner which enables it to be heard and understood.	E	I/PP
Ability to engage with and work openly and honestly with children, young people, their families and carers, and a wide range of partners and professionals.	E	I/PP
Competent in the use of IT applications.	E	I/PP
Understanding of how systems / networks can work to support young people/families.	E	A/I/PP
Further knowledge on psychological models and approaches.	D	I/PP
Ability to form, maintain and appropriately end relationships with children, young people, their families and carers and wider partners.	E	I/PP
Understanding of and ability to support transitions for children and young people.	D	I/PP
Personal Attributes		
Commitment to working in partnership with all service users and their families.	E	I/PP
The ability to prioritise, plan, review and evaluate workloads.	E	I/PP
Emotional resilience and the ability to keep calm when working with risk.	D	I/PP
Self-motivated and displaying initiative; commitment and the ability to work independently and value and support	D	I/PP

team and multi-agency working and contribute to team and organisational objectives and shared goals.		
Ability to develop a creative approach for continuous improvement through reflection of own practice and behaviour.	D	I/PP
Special Working Conditions / Requirements		
Core requirement to be able to work on call outside of core working hours – 17.00 pm to 9.00 am weeknights and 9.00 to 9.00 am weekends inclusive of bank holidays on a rota basis.	E	A
Full driving licence and access to a car for work purposes.	E	A

Minimum Welsh Language Skill Requirements	Assessment methods: Application (A), Interview (I), Presentation (P), Test (T), Probationary Period (PP), other please specify
Welsh Language Skills Level 0. Level 1-5 is desirable. Training is optional.	A
Welsh Language Skills Level 1 Entry / Courtesy (as a minimum) are desirable and need to be learnt when appointed. Training required: "Welcome Part 1 & 2" (10 hours in total)	
Welsh Language Skills Level 1 Entry / Courtesy (as a minimum) are essential. Training required: "Welcome Part 1 & 2" and "Welcome Back Part 1 & 2" (20 hours in total).	

For further information on the above please refer to the Welsh Language Skills Guidelines

Welsh language skills requirements beyond the minimum stated above e.g. fluent speaker / proficient writer will be outlined within the person specification under qualifications and skills.

Personal Competencies

All competencies are regarded as essential, although it is recognised that some may be achieved over a period of time. All employees are expected to continually develop their competencies in line with the appropriate framework. In addition to those assessed as part of the recruitment process, competencies will be assessed during the probationary period and through the Council's performance coaching scheme.

Competencies – Delivering the Service	Assessment methods: Application (A), Interview (I), Presentation (P), Test (T), Probationary Period (PP), other please specify
Plans ahead, organises work in advance	PP
Involves line manager / colleagues in setting and meeting targets	PP
Reorganises work when necessary	PP
Sees tasks through to completion whenever possible	PP
Seeks help if workload becomes unmanageable	PP
Uses initiative to report issues that arise that impact on others	PP

Competencies – Improvement and Change	Assessment methods: Application (A), Interview (I), Presentation (P), Test (T), Probationary Period (PP), other please specify
Is prepared to try new things & feedback results	PP
Understands that changes are needed if things are to be improved	PP
Finds new and creative ways of doing things better	PP
Actively seeks to develop own skills and knowledge	PP
Learns from mistakes & welcomes constructive feedback	PP

Competencies – Providing Excellent Customer Service	Assessment methods: Application (A), Interview (I), Presentation (P), Test (T), Probationary Period (PP), other please specify
Recognises the importance of high standards of customer service	PP
Is committed to providing an excellent service to all the citizens of Blaenau Gwent	PP
Understands the links between own professionalism and the possible impact on the Authority's image	PP
Has a professional attitude that sets an example to colleagues	PP
Takes pride in own work and that of colleagues	PP
Is respectful, courteous and helpful at all times	PP

Competencies – Team working	Assessment methods: Application (A), Interview (I), Presentation (P), Test (T), Probationary Period (PP), other please specify
Reacts constructively to others' suggestions and requests	PP
Recognises potential value of others' opinions and actively seeks their contributions	PP
Asks for help when necessary	PP
Actively seeks to help others	PP
Is aware of the impact of own behaviour on others	PP

Competencies – Communicating	Assessment methods: Application (A), Interview (I), Presentation (P), Test (T), Probationary Period (PP), other please specify
Adapts content and style to help others understand	PP
Makes sure that people are regularly informed	PP
Uses appropriate language, gestures and tone when talking with others	PP
Checks others have understood & seeks advice when necessary	PP
Actively seeks to improve all forms of communication with others	PP
Communicates professionally by using formal channels appropriate to the situation	PP

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