

# JOB DESCRIPTION – CLINICAL LEAD OF THERAPY PROGRAMME

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**Reports to:** Head of Therapy

**Hours:** Part time, 2.5-3 days a week

**Salary:** Salary depending upon experience and qualifications equivalent to an NHS band 8b position

**Location:** Noa House (Golders Green)

**Holiday entitlement:** (Taken in hours) 28 days FTE including bank holidays, plus Jewish holidays when Noa is closed

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## General Description

At Noa we provide emotional, practical and therapeutic support to adolescent girls aged 12-24 from the London Orthodox Jewish community. Noa girls receive care, support and skills to enable them to regain their self-worth, empowering them to lead healthier and more productive futures.

We are seeking a Clinical Lead to help manage the therapy programme at Noa Girls. This is an exciting dynamic opportunity to continue to develop and roll out our therapy service to an increased number of girls on our waiting list. The role offers varied clinical, supervisory and managerial opportunities which may be a full-time or part-time role.

The role will include programme development, team management, individual and family assessments and care plans, one to one therapy, supervision of trainees and qualified psychologists/therapists, staff training, managing a budget and monitoring and evaluation of the programme.

## Key Tasks and Responsibilities

Therapy Team Management and Supervision

- Line management and supervision of therapy team staff including managing staff personal goals via appraisals, staff development and team morale
- Holding an awareness of all girls within the therapy programme and their treatment plan supported by the therapy team, and ensuring risk management protocols are adhered to
- Management of the therapy programme waiting list
- Overseeing client allocation to all trainee therapists that meet their course requirements (meeting the girls' needs as specified above)
- Supporting staff members with internal and external therapist allocations
- Co-running therapy team meetings
- Offering training and development opportunities for the therapy team staff
- Joining the senior management team to continue to develop the therapy programme and wider Noa programmes

#### Intakes, and Assessments and Therapy

- Conduct intakes and assessments of girls and their families
- Formulate presenting difficulties, create treatment goals and develop a holistic treatment plan for each individual
- Assess risk at intake to ensure programme suitability
- Hold a small case load of therapy clients

#### Finances, Monitoring and Evaluation

- Assisting in creating and monitoring departmental budgets
- Monitoring and Evaluation – Working with the M & E team to ensure we are using robust measures to assess our service and therapeutic goal forms are completed from intake to relevant time points

## Person Specification

### Knowledge and experience

- Doctorate in clinical or counselling psychology – other equivalent professional qualifications
- Management experience in the NHS, private or voluntary sector
- Qualified for over 7+ years
- Experience of offering supervision to staff and trainee psychologists or therapists
- Experience of holding a complex case load
- Experience of risk management (across individual and team context)
- Confidence in developing protocols to ensure NICE guidelines are adhered to in our protocols and practice. These include safeguarding and risk management, safe working practice, confidentiality, data storage and consent
- Experience of working within a fast-paced growth structure and maintaining good boundaries
- Direct experience of working with adolescents and young adults with mental health difficulties
- Experience working within the Orthodox Jewish Community is necessary.

### Personal attributes

- Warm, engaging and motivational.
- Comfortable in a managerial role
- Strong communication skills, and approachable
- Organised, efficient and strong work ethic
- Ability to work both independently and as an active team member
- Ability to delegate tasks within your team
- Enjoys multi-tasking in a fast-paced environment
- Passionate about supporting the mental wellbeing of girls from the Orthodox Jewish community in navigating their adolescence

### Additional information

- This role may require some work on evenings and weekends.
- This job description and person specification is not prescriptive; it merely outlines the key tasks and responsibilities of the post. The Clinical Lead of Therapy Programme will be expected to carry out such reasonable duties as may be requested from time to time by the Head of Therapy. The key tasks and responsibilities are subject to change. Any changes will be made in consultation with the post holder. This job description is subject to alteration in response to changes in legislation or Noa Girls' operational procedures