



## Creative Therapist Job Specification

<b>Job Title</b>	<b>Creative Therapist</b>
<b>Reference</b>	10-2020-CTFF
<b>Closing Date</b>	<b>5pm on 6<sup>th</sup> November 2020</b>
<b>Interview Date (s)</b>	Week of <b>16<sup>th</sup> November 2020</b>
<b>Appointment</b>	The post will be on a 3 day per week basis for a period of 1 year commencing January 2021
<b>Location of Post</b>	Dublin City
<b>Salary</b>	€ 29,500
<b>Enquiries</b>	Queries relating to the role to be directed to: Patricia Bourke D'Souza, Therapeutic Services Manager 086 0654476 <a href="mailto:patricia@firstfortnight.ie">patricia@firstfortnight.ie</a>
<b>Reporting Relationship</b>	The successful candidate will report to the Therapeutic Service Manager and will be line managed by the Senior Creative Therapist as appropriate.
<b>Role specification</b>	The Creative Therapist will be responsible for the provision of a high quality creative therapy interventions for children, young people and adults in line with ethical best practice.
<b>Core Duties and Responsibilities</b>	The successful candidate will work as part of First Fortnights Creative Therapy Team and will: <ul style="list-style-type: none"> <li>• provide creative therapies and therapeutic interventions for children, young people and adults at risk of or experiencing homelessness and who have mental health difficulties.</li> <li>• actively engage in the provision and development of timely reporting requirements pertaining to the service.</li> </ul> <p>The following is an outline of the role and person specification</p>
<b>Role Description</b>	The successful candidate will <ul style="list-style-type: none"> <li>• Engage in therapeutic assessment, planning, implementation and evaluation of creative therapy with children, young people and adults at risk of or experiencing homelessness.</li> <li>• Maintain accurate, confidential records of referrals, clinical practice and service provision.</li> <li>• Provide safe, ethical therapeutic interventions in line with best practice i.e. trauma informed practice and recovery principles</li> <li>• Engage in risk management and reporting of hazards and incidents.</li> <li>• Undertake key service development and planning tasks, including report writing, audit and evaluation</li> <li>• Actively engage in ongoing supervision with the Therapeutic Service Manager in addition to team and project development meeting.</li> <li>• Develop and review service documentation in areas including research and policy</li> <li>• Proactively engage in collaborative interagency working practices</li> <li>• Obtain informed consent form clients prior to treatment.</li> <li>• Commit to the safe recording and storage of client creative work, both in original and digital forms in line with best practice regarding GDPR, confidentiality etc.</li> <li>• Commit to the timely and accurate maintenance and inputting of statistics relating to client contact, service activity, evaluation and audit.</li> <li>• Provide clinical placement supervision for creative therapy students if required.</li> <li>• Adhere to all policies, ethical requirements, procedures and guidelines as stipulated by First Fortnight and own professional regulating body.</li> <li>• Commit to information sharing with partner services in accordance with best practice re: the communication of concerns, risks etc.</li> <li>• Demonstrate skill and sensitivity in relation to presentation, promotion and communication of the service to clients, service providers and referral agencies.</li> </ul>

	<ul style="list-style-type: none"> <li>• Maintain the creative therapy space and materials to a high standard of professional practice.</li> <li>• Contribute to the overall aim of the organisation in reducing stigma around mental ill health through the promotion and dissemination the work of the creative therapy service in a variety of platforms associated with the organisation, within the bounds of professional code of ethics.</li> <li>• Communicate with the Board as required as part of the creative therapy service in relation to overall strategic development and direction.</li> <li>• Compile evaluation and progress reports (e.g. progress, quarterly, annual reports etc.) for stakeholders and information for funding submissions as directed by the line manager.</li> <li>• Contribute to the creative therapy research base, evidence-based practice and the development of First Fortnights and the profession.</li> <li>• Have a broad understanding and working Knowledge of legislation and its implications for both clinical practice and professional management in relation to relevant field/s and the full range of client groups. This includes relevant legislation in relation to data protection, safeguarding of children and vulnerable adults and issues pertaining to individual rights, consent and limits of confidentiality and implications for the therapeutic relationship.</li> <li>• Have an excellent level of computer literacy for effective communication i.e. Word, Excel, PowerPoint etc.</li> </ul> <p><b>This Role Description is not intended to be a comprehensive list of all duties involved and consequently, the successful candidate may be required to perform other duties as appropriate to the post which may be assigned to them from time to time and to contribute to the development of the post while in office.</b></p>
<p><b>Person Specification</b></p>	<p>Successful candidate will:</p> <ul style="list-style-type: none"> <li>• Have a strong capacity to work on their own initiative and as part of the therapeutic team</li> <li>• Demonstrate flexibility with regard to working hours in line with the needs of the project.</li> <li>• Demonstrate excellent communication skills i.e.. oral, aural, written and IT.</li> <li>• Have a strong working knowledge and skill in relation to trauma informed practice and recovery principles.</li> <li>• Commit to information sharing with partner services in accordance with best practice re: communicating concerns, risks.</li> <li>• Proactively seek advice, clarification and support from line management and their supervisor as required in relation to all aspects of their role</li> <li>• Have a strong ability to practice as an autonomous professional within the boundary of their own modalities and their therapeutic role within First Fortnight</li> <li>• Exercise professional judgement in the management and prioritisation of their own caseload and treatment plans.</li> <li>• Commitment to the pursuit of evidenced based practice, clinical governance and related knowledge for research and audit</li> <li>• Demonstrate ongoing commitment to acquiring knowledge and proactive learning in relation to advances in theory and practice.</li> <li>• Demonstrate evidence of and commitment to continuing professional development</li> <li>• Commitment to contributing to building the knowledge base of the creative therapy service in relation to best practice and evidenced based approaches to ensure safe creative trauma informed therapy provision</li> <li>• Have Knowledge of creative therapy clinical guidelines for clinical populations across the continuum of mental health.</li> <li>• Have skills in applying psychodynamic formulations and theory to work with individuals and groups.</li> <li>• Have a broad knowledge of a range of modalities (i.e. psychoanalytic, medical, systemic, behavioural etc) sufficient to communicate effectively with colleagues and their work with clients and to refer clients on to appropriate services.</li> <li>• Demonstrate flexibility of approach in line with the legal and ethical boundaries of the profession and personal scope of practice.</li> </ul>

	<ul style="list-style-type: none"> <li>• Maintain fitness to practice, engage in own ongoing external clinical supervision, self-care and work to identify personal and professional development needs.</li> <li>• Demonstrate an active commitment to acquiring knowledge, skill and learning to ensure adherence to best practice regarding equality both as part of therapy provision and professional relationships.</li> <li>• Have an strong awareness of the psychological, cultural, social, economic and other factors pertaining to homelessness and the impact on practice and need for adaptability.</li> <li>• Have a broad knowledge of homelessness and the issues, policies and reports pertinent to homelessness.</li> <li>• Have an ability to sustain high levels of concentration and psychological effort.</li> <li>• Have an ability to proactively manage and work with organisational dynamics, stress and ability contribute a psychotherapeutic understanding and holding of the stress of others.</li> <li>• Have a broad knowledge of and skill in using a range of creative materials and techniques.</li> <li>• Have a strong ability to adapt to physical environmental changes when dedicated therapy rooms are not available or do not meet clients' needs i.e. transporting creative materials /equipment/willingness to manoeuvre furniture to set up room</li> <li>• Work safely and effectively manage risk in line with best practice health and safety parameters with host organisations when working both on and off site.</li> <li>• Maintain sound clinical, professional and ethical judgement in the adaptation of the physical setting, clinical model and boundaries in relation to best practice and the client needs.</li> </ul> <p>The Successful candidate will demonstrate ongoing commitment to</p> <ul style="list-style-type: none"> <li>• own personal therapy</li> <li>• external supervision in line with their professional accreditation bodies requirements working with interagency and multi-disciplinary teams</li> </ul>
<p><b>Eligibility criteria: Qualifications and experience</b></p>	<p><b>Qualifications:</b>  <b>On receipt of application candidates must fulfil the following relevant qualification and experience requirements:</b></p> <ul style="list-style-type: none"> <li>• Honours degree in art/ music/nursing/psychology/other relevant social care</li> <li>• Masters level qualification in Art Psychotherapy/Art therapy/Music therapy/Dance movement therapy/Drama therapy etc.</li> <li>• IACAT or equivalent registered and accredited</li> <li>• 3+ years post qualification experience i.e. three years full time (or an aggregate of three years) working as a creative therapist with children, young people and adults.</li> <li>• Have completed relevant training in relation to trauma informed practice</li> </ul> <p style="text-align: center;">And</p> <p><b>Preferable qualification</b></p> <ul style="list-style-type: none"> <li>• Other creative therapy modalities</li> <li>• Other related academic qualifications</li> <li>• Supervision training</li> <li>• TCI training or equivalent</li> <li>• Crisis intervention for suicide training</li> </ul> <p><b>The Successful candidate will have experience</b></p> <ul style="list-style-type: none"> <li>• working in homeless services</li> <li>• working with individuals with severe and enduring mental health difficulties</li> <li>• working effectively with people who may present with challenging behaviour</li> <li>• key-working/case management with clients and coordinating their support needs</li> <li>• engaging with research and audit</li> <li>• managing materials budget</li> <li>• in presenting, promoting and campaigning in respect of service provision</li> </ul>

<b>Skills, competencies and knowledge</b>	<ul style="list-style-type: none"> <li>• of group facilitation</li> </ul> <p>The successful candidate will:</p> <ul style="list-style-type: none"> <li>• Demonstrate evidence of fulfilling the relevant eligibility criteria for the role</li> <li>• Demonstrate knowledge, skills and evidence appropriate to carrying out the duties and responsibilities of the role in line with relevant best practice and standards.</li> <li>• Demonstrate excellent interpersonal skills</li> <li>• Demonstrate a proven track record in relation to interagency working</li> <li>• Demonstrate understanding / knowledge in effectively implementing the role</li> <li>• Demonstrate a commitment to the delivery and reporting of the requirements of a high quality, person centred service.</li> <li>• Demonstrate the ability to deliver creative therapy in an effective and resourceful manner</li> <li>• Demonstrate a clear track record and commitment to the pursuit of best practice via adherence to best practice policies and reporting structures</li> <li>• Demonstrate ability to take initiative and to be appropriately self-directed</li> <li>• Demonstrate the ability to work both independently and as part of a team</li> <li>• Demonstrate the ability to effectively evaluate and research information and make appropriate decisions</li> <li>• Demonstrate a commitment to ongoing professional development</li> <li>• Display excellent /effective communication and interpersonal skills</li> <li>• Demonstrate a strong ability and commitment to local and interagency collaboration</li> <li>• Demonstrate the ability to follow line management directions appropriately</li> <li>• Effectively manage and promote professional interagency relationships and agreements with key stakeholders.</li> <li>• Develop and maintain a strong working relationship with, and report highly sensitive information to, keyworkers, members of the CMHT, G.P.s and other agencies as appropriate within the context of their role.</li> <li>• Have a strong commitment to the development of peer networks with professionals working within similar clinical practice areas.</li> <li>• Uphold the ethos of the organisation and communicate and practice in a non-discriminatory manner.</li> <li>• Demonstrate understanding and proficiency in the use of IT systems relevant to the role</li> <li>• Demonstrate a working knowledge of and skills in carrying out initial and ongoing assessment, risk assessment and effective supporting onward referral as required within the role.</li> </ul>
<b>Selection Process Shortlisting / Interview</b>	<p>Shortlisting will be carried out on the basis of information supplied in your application form. The criteria for shortlisting will be based on the requirements for the role as outlined above. Shortlisted applicants will be called to interview.</p>