



Baobab Centre for Young Survivors in Exile

Job Description

Job Title:	Head of Psychotherapy
Accountable to:	Director
Hours of Work:	21 hours per week
Salary:	£47,000 per annum pro rata

About the Baobab Centre

Below is some context about Baobab and the role. For more information please see the Clinical Context and Strategy documents available on our website.

The Baobab Centre for Young Survivors in Exile is a human rights organisation providing a planned therapeutic environment for child, adolescent and young adult asylum seekers and refugees who arrived to the UK as unaccompanied minors. The young people Baobab supports need ongoing, and involved care that attends to their needs in a holistic way. All present complex mental health and developmental difficulties in a chronic way. They also need legal protection and support advocating for their rights. At Baobab we provide individual and group psychotherapy, practical support, a variety of arts and sports-based group activities, annual residential retreats, one-to-one tutoring, and advice and support on practical issues such as destitution, housing, care, education and health. Our clinicians also prepare specialist clinical reports to support the asylum claims of our population and to underpin legal challenges in relation to community care, housing and benefits.

As a charity our key aims are rehabilitation and justice. Alongside our clinical and casework we have an advocacy team which advocates for changes in policy and practice to better meet the needs of our population rather than denying or ignoring them. We run as a non-residential therapeutic community, holding regular community meetings which enable young people to find their voice and to experience others agreeing and disagreeing and making suggestions.

All our young community members have suffered organised and/or interpersonal violence and a variety of human rights abuses within legal definitions. The majority have come unaccompanied to the UK, separated from close and extended family. Many have been treated by adults as commodities and objects. The Baobab Centre aims to create a supportive and containing setting in which young people can reflect on both the nourishing and destructive aspects of their lives, come to recover hope and regain trust in others, develop a sense of belonging in our transitional space, find their own voices and actively rebuild their lives so that they eventually find a genuine place within the community of exile.

Members of the Baobab staff team need to keep themselves informed about the frequently changing context in which young asylum seekers live, keeping abreast of UK (and international) legislation that facilitates the protection and care of asylum -seeking children. All members of the team need to demonstrate commitment to our therapeutic community model and to participate in community events as much as is reasonably possible, supporting the young people to participate in the life of this transitional community. Some events and meetings take place on evenings and weekends and all staff are encouraged to take time off in lieu in order to attend some community activities. All members of our clinical team must have at least five years of post-qualification clinical experience and must be able to demonstrate experience and interest in working within multidisciplinary networks and in particular working with the consequences of loss, separation, trauma and cultural transition.



This role/job may seem to be huge and all encompassing. However the introduction and job description are written in order to give a flavour of all aspects of Baobab's work. At Baobab teamwork, multidisciplinary approaches and shared responsibility is central. All staff are supported to have reasonable and manageable jobs and to prioritise their own well-being and development. Moreover, part of our work ethos is that all clinicians in our staff team have time each week to pursue their personal work interests, for example research or group work.

Baobab's Values: Baobab's recruitment is values driven. Our values are centred around understanding what Baobab is to the young people in our community. For the young people in our community Baobab is:

- A home, a place to breathe, no matter who you are or where you come from.
- A team of people who fight for your rights, who speak truth to power, who are tenacious and hopeful.
- A community that cares for you, your mental health, development and your wider wellbeing.
- Somewhere that is yours, where you feel listened to and able to make decisions about your future

Job Description

Strategy, Leadership and Systems

- The Head of Psychotherapy is a member of Baobab's Senior Leadership team. The SLT meets fortnightly to hold a strategic overview of the organisation, support the Director with high-level decision making and ensure all of the different aspects of Baobab's work interconnect. In this meeting the Head of Psychotherapy's role is to provide a strategic overview of Baobab's individual clinical work, processes and practice and ensure the holistic integrated and flexible clinical approach to meeting the mental health and developmental needs of the young people is met.
- To work closely with the Director to ensure that the Baobab Centre maintains high quality clinical practice by staying up to date on research and literature, and sharing the boundaries of our model of work.
- To meet weekly with the Director to ensure the post holder holds an overview of the clinical issues of all community members. This will enable on occasion for the Head of Psychotherapy to deputise for the Director on clinical thinking and practice.
- Where appropriate, to provide support to our Senior Manger (and Safeguarding Lead) with regard to specific clinical safeguarding issues including, suicide, aggression and disappearance and problems in regulation of affect.
- To work closely with the Clinical Administrator to contribute to the development and maintenance of simple and clear systems for clinical data recording and protection.
- When Baobab's clinical processes and policies are being developed or reviewed the Head of Psychotherapy will need to ensure that they hold in mind the complex experiences of Baobab's community members including the wide range of human rights abuses experienced in their home countries and on their journeys into exile, the consequences of these and how they interweave with the challenges and opportunities of life in a new and different culture where young people have very different expectations placed on them.
- To support the continuing professional development and training of staff and volunteers, ensuring the provision of in-house clinical support and sustaining the wellbeing of all staff.



- To have input into sustaining the human rights orientation of the Baobab Centre, in its work with young survivors, in its advocacy and public position.

Clinical Work

- To take on the role of child and adolescent psychotherapist, key worker and advocate, holding a case load of minimum six young people who attend weekly individual psychotherapy sessions.
- To maintain clear and up to date clinical notes, updating our attendance record and contact log.
- To communicate and work together with the Baobab Group Workers and Caseworkers in the young people you support's network as well as with their external professional network which may include: Social Services, Lawyers, Home Office Officials and other NGO workers.
- To attend the fortnightly referrals meetings and with other staff, conduct clinical assessments to reviewing and assessing new referrals potential new community members.
- To support the Clinical Administrator in ensuring the welcome and induction process for new young members of our community is followed.
- To Chair and facilitate the monthly individual clinical staff meeting where both individual cases and clinical themes are discussed. This includes, discussing with the staff team key issues which are arising and occasionally inviting guest speakers to discuss their work.
- Where necessary, to prepare high quality specialist psychological developmental clinical reports on the young people in your caseload. This includes reports in relation to the asylum, community care, benefits and housing jurisdictions.
- As key worker to refer casework issues to the casework team but sometimes, where appropriate to lead on specific casework actions such as contacting a GP or calling a school.
- To maintain an understanding of the contexts from which the young people have come from, the changing situations in their home countries, and the contexts in which they now live. Including keeping abreast of the law, policy and practice in relation to the asylum system and Social Services Departments particularly with regard to unaccompanied asylum seeking young people with complex and multiple needs.
- To contribute to the development of the non-residential therapeutic community and to attend the monthly community meetings.

Management of Clinical volunteers

- To manage Baobab's clinical volunteers supporting them to understand the complex context in which they are working, to perform in accordance with Baobab's values and policies, and to maintain clear and up to date clinical notes. Currently Baobab has six part time volunteer clinicians.
- Supporting the volunteer clinicians to hold a think about child and adolescent development as part of their work.
- Supporting the clinical volunteers in encouraging the young people to attend community activities.
- To provide developmentally focused clinical supervision for some clinical staff (either paid or voluntary).



Supporting the wider Baobab Mission: Advocacy, Research and Influencing, Fundraising, Sharing our Knowledge, Teaching, Lectures

- To take part in the the promotion, publication and dissemination of the knowledge and understanding built up at the Baobab Centre, both in relation to the needs of young survivors and ways of responding to them. This includes engaging in teaching, lecturing and the preparation of written material, such as the development of a training pack.
- To support the Fundraising Officer by contributing to reports to funders on the outcomes of Baobab Centre's clinical work and occasionally attending meetings.
- To develop links and share Baobab's work with other professionals that are in the interests of our community members, this may include social services, MPs, lawyers, NHS workers and other NGO workers.
- To make use of time and space offered in order to develop innovative projects, in relation to the personal interests of the post holder in line with the key work and objectives of the Baobab Centre.
- To have input into the development of services for Baobab's young people, including advocacy on their behalf, both individually and collectively, and the provision of opportunities for education, self development, and promoting active participation by clients in the development of Baobab and its services and in community life.
- To support with the recruitment of team members to Baobab, in particular new volunteer clinicians who can contribute 14 hours a week to our centre.
- Work with the Clinical Administrator and Research Coordinator to monitor trends within the population for example difficulties in affect regulation, suicidal feelings, sleep disorders.
- Other duties as shall from time to time occur, as required by the Director and the mission of the organisation.



Person Specification

Experienced Senior Level Child and Adolescent Psychotherapist with at least five years of post -qualification clinical experience as well as experience of intercultural work and community based clinical, systemic and strategic thinking. The post holder needs a firm understanding of child and adolescent psychotherapeutic thinking, an ability to maintain boundaries and to be aware of transference and countertransference while also having the skills to be creative and flexible in making and sustaining therapeutic alliances with young asylum seekers and refugees.

The qualities, skills and experience below will be assessed through both the written application and the interview.

Education, Training and Qualifications

Essential

- Qualification in child psychotherapy from a recognised institution.
- Personal psycho-analysis.
- Registration with the Association of Child Psychotherapists.
- Specialist training in understanding child development and the impact of trauma and loss on children and young people during different phases of development.
- Evidence of continuing professional development.

Desirable

- Further qualifications relating to development of clinical skills and management/supervisory skills.

Experience

Essential

- Experience of working with children and adolescents separated from their families from a wide variety of cultures who have experienced sequential traumatisation, loss and unplanned change. This would include abuse from individuals both within and outside of their families.
- Substantial experience of psycho-dynamic clinical work with serious and complex difficulties.
- Substantial theoretical knowledge and practical experience of the treatment of serious mental health disturbance in young people and clinical experience of working with complex cases in child & adolescent mental health services.
- Evidenced experience of working in a multidisciplinary context.
- Experience of long term clinical supervision responsibilities.

Desirable

- Experiences of teaching, lecturing and running courses.
- Experience of managing an interdisciplinary team.

Skills and Abilities

Essential

- Ability to be flexible in relation to responding to young people and in making therapeutic alliances.
- Ability to reflect deeply on the clinical needs of children and young people and to use the understanding of transference and countertransference in an on-going way towards processing profoundly difficult experiences.



- Ability to diagnose different conditions including difficulties in bereavement, post-traumatic stress disorder and developmental difficulties.
- Ability to formulate solutions and recommend the best course action/treatment.
- Ability to maintain, manage and reflect on therapeutic boundaries and to support the work of others in the clinical team in doing so.
- Ability to engage hard to reach clients.
- Clear skills in thinking about both the impact of unusual external events and lacunae in care on the internal world and development, such as the specific influences of violence, loss and unplanned changes on the internal world or young people.
- Awareness of basic research procedures and capacity to conduct audits in the field of child mental health.
- Ability to work effectively across organisational boundaries and to work and communicate clearly with others from different disciplines, including non-clinical disciplines.
- Ability to communicate clearly and effectively about complex ideas both verbally and in writing.
- Ability to monitor and assess risk and act accordingly.
- Ability to manage the administrative side of clinical work including maintaining accurate notes and records, and scheduling and organising own workload.
- Ability to work autonomously within office and outreach settings.
- A willingness to learn to draft expert clinical reports for use in legal proceedings.
- Ability to use Microsoft 365 including Outlook, Word, Excel and Sharepoint.

Desirable

- Experience in group work.

Knowledge

Essential

- Knowledge of characteristics of developmental phases, and the impact of trauma, violence and loss on different phases of development.
- Knowledge of the impact of trauma and loss on capacities to care for self, to relate to others and on parenting.
- Knowledge of policies and procedures relating to child and adolescent safeguarding and the safeguarding of vulnerable adults.
- Knowledge of evidence-based approaches for working with children, adolescents and vulnerable adults who suffer the consequences of violence, loss and unplanned change. This includes approaches for working with post traumatic stress disorder, depression, suicidal feelings and with problems in relation to the regulation of affect and anxiety.
- Willingness to learn about UK asylum and international legislation as it applies to children and young people.

Personal Qualities

Essential

- Ability to demonstrate a mature and reflective attitude in the clinical, supervisory and teaching domains and to make good use of supervision.
- Ability to be creative and flexible in terms of initially engaging young people in a psychotherapeutic alliance and subsequently in terms of working creatively with resistances during the processing of difficult material.
- Ability to form and maintain good working relationships in multi-disciplinary settings.
- A positive attitude towards issues of diversity and an ability to relate well to range personal and cultural backgrounds.
- An openness to learning new approaches and working in a variety of settings



- An interest in contributing to the development of the service.

Commitment Values and Motivation

Essential

- A commitment to embody our values and work towards our aims.
- The capacity to relate calmly and warmly to all our community (staff, volunteers and young people)
- To work in ways that promote a multicultural, multifaith environment with a commitment to equal opportunities.
- An interest in learning about the external socio-political environment towards refugees and asylum seekers in the UK and the different places and cultures that young people come from.
- Interest in human rights and advocacy work with the aim of changing policy and practice.
- To want to make a difference in the lives of young asylum seekers and refugees