

Position: Senior Behaviour Support Professional

Salary: £22,000 (including London Weighting)

Accountable to: Team Leader

Hours: Full-Time 37.5 hours (Part-time and term time only options will be considered)

Location: Hounslow, London

Start Date: 6th August 2018 (flexible)

Application Closure Date: This vacancy will close once sufficient applications have been submitted

Interview Date: TBC

This role will require you to efficiently and confidently support the design and delivery of short and long-term psychological interventions aimed to facilitate positive behavioural change in the lives of some of the most vulnerable children, young people (aged 4-18), and their families.

A crucial part of this role is to support case leads in designing interventions, and maintaining clear and accurate records of the support delivered. This includes writing high quality, evaluative weekly reports that are circulated to external professionals, conducting in depth assessments with families and external professionals, as well as carrying out risk assessments. Case leads may also request that you represent One-Eighty at multi-professional meetings.

To ensure the support you offer is holistic you will work closely with the young person's school, community and other professionals, which includes delivering 1-1 sessions with parents and families. A significant number of the young people we work with have an array of emotional and behavioural difficulties, therefore part of your role will be in supporting young people with these difficulties to be successful in school by implementing and developing unique psychological models of intervention. The role of a Senior Behaviour Support Professional will give you an opportunity to work within an award winning psychology service, with children facing a wide range of issues, with the ultimate aim of engaging them with education.

Training will be provided to support you with the psychological aspects of the provision, but you will be expected to have significant experience of working with young people with emotional and behavioural difficulties, ideally in a school or residential setting. You must be motivated to work with young people, especially those that sometimes appear distant or disinterested. You will demonstrate experiences of being a positive and persuasive presence in the life of young people.

You will be working as part of a *small team*, but will also frequently be on your own conducting assessments and interventions. It is crucial that you are able to communicate clearly to both young people, and their parents/foster carers. You will be required to work within the young person's home, their community, and at the young person's school. Some of the families you will be supporting will have complex living situations, and may be open to social services. You will need to feel confident in being a key point of stability in the lives of these families.

Occasionally, you may be involved in transitioning a young person into a new school, or to support the school and your case team to implement behaviour management strategies to ensure the placement is a success.

You may be given time to conduct some research into the latest behavioural support techniques and improve processes we use, as we are always seeking to develop our service. You will need to combine creativity and analytical ability with an eye for detail. As a member of the charity, you will be asked to support the production and organisation of various fundraising events and conferences; contribute to publications of One-Eighty such as our Annual Report and understand the ethos and culture of working within a charity.

The role is as demanding as it is rewarding and exciting. No day will be the same, and no young person we work with leaves unchanged.

Requirements of the role	
Essential Criteria	Preferred
Degree in a relevant subject e.g., psychology or similar (social work, sociology, education, youth work, nursing)	Previous experience of attending multi-professional meetings
Experience of working with children who have emotional and behavioural difficulties (EBD)	A track record of effective support to highly vulnerable young people
An ability to effectively engage and connect with teachers, students, and families to ensure positive outcomes	Experience of providing direct support to parents/carers
Have recent experience working in emotionally charged environments with occasionally aggressive young people	Very good knowledge of existing behaviour support programmes and services
Ability to evidence an understanding of the need to safeguard children and young people including adhering to policies and procedures	Previous experience of completing risk assessments and writing high quality reports
Experience of effective teamwork and ability to demonstrate the importance of this	Experience of adapting resources or techniques to meet the needs of children and young people
Ability to show strong resilience and clear thinking when working with challenging young people	Demonstrated ability to think and write reflectively in order to improve practice
Competent use of MS Office Suite and strong recording skills	Knowledge of the curriculum and how it might be adapted to individual children
A Full UK driving licence and access to a car, able to acquire business insurance to allow you to transport young people	Additional professional qualifications suited toward this field of work (i.e., 'Team Teach', CBT or DBT qualifications)

One-Eighty is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Our recruitment and selection process reflects this commitment.

This post is subject to a Disclosure and Barring Service Check. Two references will be required, one of which must be your current or most recent employer. If you are shortlisted, these will be followed up prior to your interview.

One-Eighty has a policy for the recruitment of ex-offenders, which is with the application form.

All applicants will be asked to complete an occupational health questionnaire if they are successful at interview. A staff wellbeing plan is standard practice for all staff to complete during induction as part of supporting them to work on complex cases.

PLEASE NOTE: this job description outlines the key accountabilities of, and output required from, the post-holder. It is not a definitive summary and the role may well change and evolve over time. From time to time you may be asked to work at different sites to meet the organisations need. Our office is currently in Isleworth, Hounslow but the role requires travel throughout the borough and neighbouring boroughs (travel expenses are paid).

For further information, or to request an application form please contact Mark Keep on:

mark.keep@one-eighty.org.uk or 07496057705/0208 326 2213