



## Job description

**Directorate: Families and Wellbeing**

**Service: Intermediate Tier Services**

### Post details

**Job title: IMC Tier Senior Therapist**

**Grade: 9**

**JE Reference: A10359**

**Location of work: All locations with IMC Tier Services and Home based**

**Directly responsible to: Team Manager**

**Directly responsible for: Therapists**

**Hours of duty: 37**

### Primary purpose and scope of the job:

- Identify and behave as a professional Therapist, committed to your own professional development and accountable to people using services, the public, the Council, the regulator and professional body.
- Supporting your Manager on the day to day management of operational IMC Tiers Services through effective leadership, organisation and supervision of practice within statutory and Council frameworks.
- Working with your Manager to create an environment which enables excellent service to flourish by setting high standards and motivating others to do the same. Lead by example, showing integrity creativity resilience and clarity of purpose, be visible and accessible to staff.
- Working with your Manager to ensure the service responds to its statutory duties with regard adults with care and support needs utilising a strengths-based approach to assessment and support planning.
- As a Senior Therapist provide clinical guidance and education to Therapists and students within your team.
- Hold a small caseload of more complex cases as required by service need and demand.

- To provide advice, guidance and decision making in areas of risk, need and service provision within the limits of delegation.
- The nature of the post is not always predictable and will require the post holder to work flexibly and outside of normal working hours to meet unplanned service requirements
- Part of a management rota to support out of hours, including weekend, bank holidays and evening working where required.

### **Working relationships**

- Adults, their families and carers.
- Partners within adults directorate such as commissioning and contracts, Social Work Community Teams.
- Partners in Health, particularly those with responsibilities in working with adults and families such as Nurses, Matrons, Therapists, Hospital staff, NWAS and GP's etc.
- Partners in other Divisions within the Directorate such as Public Health and Children's services.
- Partners in other Council Directorates such as legal, housing and financial services.
- Partners in criminal justice agencies such as the Police Service, equipment providers, housing associations, schools and other agencies
- Partners in voluntary sector services.
- Leadership team of Families & Wellbeing, Directors, Heads of Service and other Senior Officers within the Council
- Leadership team within Health service providers
- Elected members

### **Leadership**

- To set a clear sense of purpose and direction within the designated area, which is evidenced, informed and contributes to wider objectives of the Warrington Health and Social Care system
- To support the development and delivery of the services within an integrated local framework in line with best practice, which takes account of the needs and views of all stakeholders and delivers positive outcomes for users of Intermediate Care Services
- To respond effectively to emerging requirements and risks, ensuring services are maintained at critical levels
- Working with your Manager to ensure the dissemination, understanding and implementation of changes from national guidance and relevant research
- Working with your Manager to continuously improve performance management arrangements across the partnership and ensure that through the development of quality assurance processes, managers are aware and acting upon the need to continuously improve provision
- Working with your Manager to support the strategic planning and delivery of Intermediate Care Services across all partner agencies which meet the needs of the stakeholders

- Demonstrate confident leadership, management and arbitration of ethical and practice dilemmas – providing guidance and opportunities for the professional development of others
- Deputise for your Manager and represent/manage the reputation/ promote the team and service in ongoing development work with partners.

## **Key tasks and responsibilities**

### **Resource Management**

- Working with your Manager on the recruitment, supervision and resource management to enable the team to deliver an effective service.
- Provide a safe, calm and well-ordered environment for all staff.
- Ensure the effective prioritisation and allocation of work within the team, making certain that un-allocated work is safely managed.
- Provide regular professional supervision for the staff you manage and ensure your team members receive regular supervision.
- Identify training needs and develop plans for individual members of staff and the team.
- Working with your Manager on developing a multi-disciplinary integrated workforce, establishing a positive working environment and culture.

### **Quality Standards**

- To ensure the service provides high quality, safe, effective care to service users.
- Working with your Manager on performance of the services within the designated area.
- To ensure that activities within the designated service area are carried out to agreed quality and professional standards.
- To ensure an effective service user and carer focus and involvement with service design and delivery.
- Working with your Manager to investigate complaints in accordance with Corporate and Directorate Procedures.
- To manage risks and incidents accordance with Corporate and Directorate Procedures.
- To comply with all Health and Safety requirements in the performance of all duties.
- To ensure the safeguarding of adults and children with care and support needs is inherent within practice including application of mental capacity and best interests guidance.

### **Performance**

- Working with your Manager to achieve service targets and ensure systems and processes to monitor and deliver them are in place
- To contribute to the production and implementation of a Team Business Plan as required and in accordance with Directorate and Corporate policy.
- To maintain knowledge of the statutory and legal framework in which the service operates including CQC.
- To maintain effective performance management processes in order to secure continuous improvement in the services provided

- Working with your Manager monitor, evaluate and review individual and team performance targets, identify poor performance and take necessary action.
- To ensure compliance with all IT system requirements and use of systems for electric case records

### **Communications**

- To communicate effectively with service users overcoming barriers to communication to achieve a positive outcome for the service users/carers/family.
- To negotiate and work with other services putting plans in place to meet the needs of the service user/carers/family.
- To provide and receive information in a confidential and professional manner.
- To work within the political environment and to support your Manager in providing reports as and when required.
- To keep the workforce fully informed on matters relating to the services and wider Council, Health and professional issues, in order to achieve a culture of clarity of purpose and high performance.
- To work effectively within all local partnerships which impact on the service in order to ensure effective and efficient whole system delivery and improved outcomes

### **Culture**

To support your Manager in the development of a culture which is positive, forward looking, results orientated and customer focused.

- To promote the value of diversity within the designated area and uphold adherence to all policies relating to equality of opportunity in the recruitment, selection, supervision and management of staff and service delivery
- To work to ensure an integrated approach within Adult Social Care and NHS Warrington and partner agencies

### **Finance**

- To work with your Manager on the planning monitoring and reviewing of expenditure and financial commitment against the budget are provided within cost limits.
- Work with your Manager to identify and contribute towards savings.

### **Other General**

- Ability to travel inside and outside of the Borough
- Satisfactory DBS disclosure at the enhanced level (and ongoing in line with the Council's local policy)
- To carry out all duties with due regard to confidentiality and data protection.
- To undertake any other duties as may be allocated from time to time, which are deemed to be commensurate with the designation and grading of the post.

## Review arrangements

The details contained in this job description reflect the content of the job at the date it was prepared. However, it is inevitable that over time, the nature of the jobs may change. Existing duties may no longer be required and other duties may be gained without changing the general nature of the post or the level of responsibility entailed. Consequently, the Council will expect to revise this job description from time to time and will consult with the post holder at the appropriate time.

**Prepared / revised by**

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**Agreed job description signed by holder**

(To be signed only following appointment)

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**Date job description signed by holder**

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