Post Title: Head of Child & Adolescent Mental Health Service (CAMHS)

Grade: SLMG 4

# Job Purpose

To develop and manage the strategy and vision for the CAMHS and effectively promote the service and the Council’s vision, values, aims, objectives and priorities to employees, Nottingham’s citizens, partners, and local and national stakeholders.

To be accountable for delivering on the CAMHS/Council plans, and the commissioned KPI’s for each service. To translate this into clear goals and objectives for employees to deliver outcomes that make a positive difference to infants, children, young people and families.

To take a lead role in robust decision making through the promotion of good governance, policy review and effective options appraisals that balance financial risk and organisational ambitions and promises.

To ensure that there is robust clinical decision making for each service, ensuring that mental health and safeguarding risk is well managed by utilising sound clinical supervision models

# Service Leadership Behaviour Expectations

As a service leader and senior officer, you will be expected to demonstrate our core

behaviours (*Please refer to the leadership expectations booklet)*: -

* **Leading People:** by building high performing teams, empowering and motivating others and being a role model for the organisation and its values.
* **Equality Diversity & Inclusion:** To create and embed an organisation culture of respect and inclusivity in the services we provide and in the workforce that we engage. Ensure EDI implications are considered in decision making associated with changes to service/policies/practices.
* **Change & Innovation:** by driving and leading change by promoting a culture of continuous improvement, exploring new and innovative ways to design and deliver services.
* **Collaboration:** by working across boundaries, building relationships, effective partnerships and creating joined up services to deliver the best outcomes for the people of our city.

# Specific Duties

1. To provide visible strategic and service leadership, robust management and decision making to Children’s Integrated Services Division. Specifically ensuring high levels of performance within CAMHS and related services to enable and support forward thinking and innovative frontline service delivery, informed by customer and community engagement, across the Council and with partners.

Responsible for the following functions:

* 1. CAMHS
	2. Mental Health Support Teams
	3. MST Standard and CAN
	4. Healthy Little Minds service
	5. Behavioural and Emotional Health Team
	6. CAMHS CIC
1. Understanding of leading a service with inclusive models of co-production and actively promote and embed Equality, Diversity and Inclusion through all actions and in accordance with the organisation's EDI Strategy and objectives.
2. To provide effective and transparent decision making on matters relating to the service and to ensure that good governance principles and effective risk management is applied.
3. To ensure that effective budget management and monitoring arrangements are in place for all capital and revenue budgets allocated to the services ensuring compliance with the council’s finance and contract procedure rules.
4. Understand the political landscape and work effectively with elected members within the Local Government governance framework.
5. To provide assurance in relation to Health and Safety compliance and to lead on required actions to enable that assurance.
6. To effectively lead and support projects and change initiatives incorporating effective and robust service redesign; transformation techniques; and business continuity within the service and across the Council.
7. Ability to deliver therapeutic services using evidence-based outcomes and IAPT principles

1. To lead and manage the commissioned CAMH Services, ensuring that there is strategic input that embeds services within the wider Children’s Integrated Services directorate
2. To provide leadership and management to the operation of the City’s CAMH Services ensuring access to universal, targeted and specialist support services, and to be the mental health strategic lead across Children’s Integrated Services, for the design and delivery of ongoing programmes of work, including the recognised national mental health models, (IAPT, CAPA, i-THRIVE, etc.)
3. To be the City Council strategic lead for CAMHS, working in partnership with the cities Integrated Care Board (ICB) and Joint Mental Health Trust, ensuring high quality commissioned services that demonstrate value for money and maximise resources

**This is a politically restricted post under the provision of Section 2(1) (c) of the Local Government Housing Act 1989**

All senior leaders are expected to:

* Undertake any other duties allocated by the Chief Executive
* Work outside of normal office hours where required
* Participate on an on-call Emergency Response rota if required
* Travel within and outside the city’s boundaries when required.

**Job Profile produced November 2023**

## Person Specification: Head of Child & Adolescent Mental Health Service (CAMHS)

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| AREA OF RESPONSIBILITY | **REQUIREMENT** | **MEASUREMENT** |
| **A** | **AC** | **D** |
| **Vision, Strategy and Delivery**  | Experience as a service leader in a complex organisation with similar responsibilities, budget and resources.  | X |  |  |
| Evidence of a successful track-record of creating a vision for service delivery, translating clear objectives to deliver outcomes that make a positive difference. | X | x |  |
| Evidence of financial and commercial awareness with strong analytical skills and a creative approach to problem solving. | X | x |  |
| **Leading** **People**  | Evidence of successfully leading and motivating people and cultivating a culture that creates high performing people and services. | X |  |  |
| Evidence of planning for the future delivery of services, including the effective workforce planning for capacity and capability challenges. | X |  |  |
| **Equality, Diversity and Inclusion** | A robust understanding of equality, diversity and inclusion at every level and demonstrative experience in tried and tested methods to deliver inclusive services. | X |  |  |
| Evidence of developing people and services/teams recognise, respect and value individual needs to achieve a culture of inclusivity. | X |  |  |
| **Change and Innovation**  | Evidence of leading change programmes, effectively engaging stakeholders | X | x |  |
| Evidence of developing innovative service delivery models that continue to provide efficient and effective services  | X |  |  |
| **Collaboration**  | Evidence of fostering effective partnership working across different sectors and harnessing benefits from the relationships? | X |  |  |
| Understanding of how to operate effectively and openly within the democratic process with the political acumen demonstrating the skills to develop productive working relationships with Councillors and to speak truth to power | X |  |  |
| **Role related requirements**  | Evidence of sound and robust understanding of managing the commissioned mental health provision for infants, children, young people, care leavers, parents/carer and family’s infants, children, young people, care leavers, parents/carer and families | X | x |  |
| Experience, and a sound understanding of commissioned contracts and working collaboratively with commissioners and experts for the purposes of co-production  | X |  |  |
| Ability to understand, interpret and critique clinical case formulations and clinical care packages for infants, children, young people, care leavers, parents/carer and families | X |  |  |
| Demonstrable evidence of driving and leading effective change and innovation in the field of mental health  | X | x |  |
| An ability to demonstrate compassionate leadership in the delivery of a therapeutic services to a range of users and leading a service using a co-production model | X | X |  |
| **Qualification requirement** | Degree level graduate in relevant profession, such as Nursing, Psychology, Psychotherapy, Social Work, Teaching and/other allied professionsDesirable: Additional trainings/qualifications in mental healthWiling to engage and complete further training, development and qualifications where required  | X |  | **X** |
| **A - Application** | **AC – Assessment Centre** | **D – Documentary Evidence** |

**Person Specification produced February 2024**