



Job Description

Clinical Lead

- Location:** The role is based at the Trust's office in West Berkshire with a minimum of one day per week (typically Mondays) expected to be worked at our Newbury office. Flexible working arrangements are available with the understanding that this must meet the objectives of the charity and requirements of the role.
- Accountable to:** Head of Programmes
- Start date:** As soon as possible
- Hours of work:** Part-time (0.4 FTE), permanent.
- Salary range:** £51,612 - £54,757k FTE, depending on experience.

Purpose

This is an exciting and vital role performing a range of clinical leadership functions within our leading mental health charity focused on supporting the systems around children and young people.

We are looking for a compassionate, flexible, confident and efficient mental health professional with excellent communication skills and experience of providing training and consultancy into education settings, as well as working clinically with children, young people and their families. The role is varied and would suit someone with experience of working in a range of child and adolescent mental health settings. The role sits within the Charitable Activity team whilst also supporting other areas of the Trust including fundraising and communications activity where a clinical perspective is indicated (e.g., safeguarding considerations for a particular fundraising event, or liaison with communications colleagues regarding the evidence-base of our website content). There will be opportunities to increase knowledge and the successful candidate could be supported to undertake further study.

As clinical lead, your role is to guide the Charitable Activity team in ensuring fidelity to the evidence base, consideration of quality assurance (in collaboration with

academic colleagues from the Charlie Waller Institute, University of Reading, and freelancer trainers) and embedding a high-quality 'clinical lens' to all of our work from our strategic direction, to delivery of our training offers into schools, colleges and universities.

Key responsibilities and duties

- Lead on the quality assurance processes of our resources and training, working with colleagues from the Trust and the Charlie Waller Institute to ensure our outputs are based on the best available evidence
- Working with our freelance team colleagues across our education and families programmes to ensure coherence in our delivery offers
- Lead reflective spaces to support our lived experience partners (LXPs)
- Deliver peer support as one of a team of peer supporters available to our freelance team as required
- To work within and alongside the families team, on our parent/carer led, professional supported, portfolio of programmes (e.g., Parent Carer Peer Support)
- Co-lead on the running and developing of the PLACE Network (for individuals and services offering parent/carer peer support)
- Leading on the clinical advice and guidance on various charitable activity projects (e.g., consultancy to services interested in developing PCPS Worker roles and advising on supervision)
- Undertake safeguarding responsibilities for the team (e.g., as part-time designated safeguarding officer)
- Support the embedding of various perspectives into our charitable activity including a clinical perspective (leading on), ensuring equity, diversity and inclusion considerations have been thoughtfully considered, and that lived experience perspectives have been sought
- Both independently, and through the coproduction process, review, create and deliver engaging material for the Trust, e.g., presentations, blogs, webinars, learning material
- Attendance and engagement within various team meetings
- Lead on identified office staff training needs regarding mental health awareness or clinical considerations
- Develop and deliver a range of training on mental health and wellbeing to support children and young people, increasing their knowledge, skills and confidence; flexibly adapting delivery to suit the needs of parents/carers, a school, college or university or other specific audiences
- Support the development of collaborations with other organisations (e.g., research centres, other charities, mental health support teams in schools)
- Occasional routine call handling as part of the wider office team

About our Trust

The Charlie Waller Trust was created by the Waller family in 1997 in response to the loss of their son and brother Charlie who tragically died by suicide whilst suffering from depression.

We have since become one of the UK's most respected mental health charities for children and young people. Our overarching mission is to educate those with responsibility for children and young people - parents and carers, teachers, college and university staff, and employers - about children and young people's mental health and wellbeing.

The Charlie Waller Trust is a great place to work. We care about mental health and wellbeing in our team and have a positive, enabling workplace culture. Our values drive our work:

- **Positive:** We focus on prevention, early intervention and the importance of offering hope.
- **Collaborative:** Partnership and cooperation are at the core of our work; we seek the views of those we wish to support and aim to put them at the centre of our activity.
- **Inclusive:** We strive towards better mental health for all children and young people, promoting diversity and equity as mechanisms for more inclusive and accessible systems of support.
- **Compassionate:** We believe empathetic human connections are central to good mental health. We aim to reflect that in all our relationships with stakeholders; going above and beyond for people on an individual level
- **Accountable:** We maintain integrity and transparency, taking responsibility as individuals and as an organisation for the quality of our work; robustly measuring our outcomes enables us to garner the trust and respect of those around us.

Terms and Conditions

Equity, Diversity and Inclusion

We are committed to equity, diversity and inclusion and are working to ensure that our staff represent the communities we aim to support. We actively utilise positive action as set out in the Equalities Act (2010) to ensure we attract and recruit candidates from backgrounds and groups that are currently underrepresented in our

workforce. We therefore particularly encourage applications from men, trans and non-binary folk, and those from Black, Asian and minoritised backgrounds.

When we recruit, we will ask all our shortlisted candidates to tell us about any reasonable adjustments they need. Our current office is only accessible via a flight of stairs. We would of course discuss home based working and holding team meetings in an accessible location as appropriate.

Benefits

We want people to thrive at the Trust; we believe you do your best work when you feel your best. That being the case, our team comes first, and we are proud of our culture: we offer a supportive, flexible and enjoyable place to work.

As part of our employed team, the following benefits are available to you:

- Flexible working policy - we're committed to helping you find a healthy work-life balance.
- Generous annual leave allowance - pro rata 25 days annual leave (increasing to 30 days after 5 years' service), PLUS bank holidays PLUS the period between Christmas and New Year.
- Option to purchase up to 3 days additional annual leave.
- A workplace pension scheme to support you with saving for your retirement, into which we pay 5% (higher matched contributions after lengths of service).
- Access to a 'Mental Health and Wellbeing Plan' - helping staff to stay mentally well and to support them through periods of poor mental health. This includes support for the cost of talking therapies where these are not available via the NHS.
- Opportunities to experience our charitable activities and impact at first hand by attending training and events and through involvement in relevant projects.
- Learning and development opportunities specific to job roles and on mental health and wellbeing topics.
- Coaching (offered to CWT pro bono, depending on team member and need).
- Social events and team days.
- Bike to work scheme.
- Time off for volunteering.
- Unpaid leave/sabbatical particularly if this supports personal or professional development (offered after 2 years in post).

To apply

If you would like an informal discussion about the role with Dr Hannah Vickery, our CEO, this can be arranged via Kerryyn Cyfka, Executive Assistant to the CEO, on kerryyn.cyfka@charliewaller.org

The deadline for applications is midnight 26th May.

Please submit via your chosen job website, or send your CV and a supporting statement to Kerry's email above. We ask that you structure your supporting statement, by providing relevant information under person specification bullet points (combining these if multiple points are effectively responded to by one experience). Please try to keep your supporting statement to a maximum of 800 words, excluding headers. **Applications will not be considered without a supporting statement.**

We reserve the right to close this vacancy early if we receive sufficient and suitable applications for the role. Therefore, if you're interested, please submit your application as early as possible.

You will hear back from us by 27th May, if not before and should you be shortlisted, an interview will take place w/c 2nd June and will involve a competency interview along with a short presentation task relevant to the role.

We will provide details about the presentation 3 days in advance to allow candidates time to prepare and we will also provide 50% of the interview questions 1 day in advance so that all candidates can perform at their best.

Person Specification – clinical lead

The successful candidate is likely to have most of the following competencies and experience but not necessarily all. If you feel that you are a strong candidate, please do apply.

Criteria	Essential	Desirable
Skills required and relevant experience	<ul style="list-style-type: none"> Well-developed communication skills to share often complex and sensitive information, orally and in writing, to a range of audiences. Experience of working clinically in a range of Children and Young People's Mental Health services. Experience of coproduction with lived experience partners on a range of projects. Experience of working as the 'clinical perspective' as a consultant to organisations or on particular projects. Excellent attention to detail and very good Microsoft Office 365 skills. Ability to work efficiently, accurately and at speed as necessary, prioritising effectively and working to deadlines. Ability to exercise discretion and good judgement in dealing with confidential matters. 	<ul style="list-style-type: none"> Experience as a Designated Safeguarding Officer or Designated Safeguarding Lead Experience of working collaboratively alongside lived experience partners and freelance staff on shared projects.
Attainment	<ul style="list-style-type: none"> Professional qualification in Mental Health (e.g., mental health nurse, family therapist, counselling or clinical psychologist, CBT therapist) Accredited membership with a professional regulatory body (e.g., HCPC, UKCP, NMC) 	<ul style="list-style-type: none"> Level 3 safeguarding training within the past 2 years Further training in supervision or clinical management.
Personal attributes	<ul style="list-style-type: none"> Initiative-taker and solution-minded with a can-do attitude towards any task or challenge. Comprehensive understanding and commitment to the importance and value of coproduction. Professional, enthusiastic and flexible, with a strong willingness to listen and learn. Capable of working as part of a team and autonomously. A commitment to working to meet the charity's objectives. 	