Job Title	CYP Clinical Lead & Supervisor
Directorate	Children & Young Persons Services
Responsible to	Director
Accountable to	Deputy CEO
Location	North Kent (Medway Office Base)
Hours	37 hours per week
Salary	£44,180.28 FTE
Contract	Permanent

Purpose of Role

The CYP Clinical Lead & Supervisor provides senior clinical leadership, supervision and professional oversight across the Medway Therapeutic Alliance and North Kent Mind's Children and Young People's services.

The post holder will be an experienced CYP therapist with the clinical expertise to provide high-quality supervision, consultation and guidance to therapists and practitioners. They will lead on complex clinical decision-making, risk management and therapeutic practice, supporting staff to deliver safe, effective, trauma-informed and evidence-informed interventions for children, young people and families.

The role provides leadership for clinical quality and safeguarding within CYP services, including acting as a designated CYP Safeguarding Lead and providing specialist leadership in areas required by the Medway Therapeutic Alliance.

Working alongside the Director of CYP Services, service managers, commissioners, subcontractors and wider system partners, the post holder will contribute to service development, clinical pathways, quality improvement and effective transitions between services.

Key Responsibilities

Clinical Supervision and Therapeutic Practice

- Provide regular, high-quality clinical supervision to CYP therapists and practitioners in line with professional, organisational and contractual requirements.
- Facilitate reflective practice and group clinical supervision where appropriate.

- Provide clinical consultation and guidance to practitioners managing complex presentations, risk or uncertainty.
- Support case formulation, therapeutic planning and decisions regarding the most appropriate interventions for children and young people.
- Provide oversight and guidance around clinical safety, therapeutic interventions, resources and safe practice.
- Support practitioners to consider when interventions should continue, change, step up, step down or end.
- Promote high standards of professional practice, including consent, confidentiality, boundaries, record keeping and outcome monitoring.
- Identify themes, development needs and clinical risks arising through supervision and ensure these are appropriately addressed or escalated.

Clinical Leadership and Decision- Making

- Provide senior clinical leadership across CYP services and the Medway Therapeutic Alliance.
- Lead and support complex clinical decision-making, including decisions relating to suitability, risk, thresholds, allocation, escalation and transitions between services.
- Provide senior clinical consultation where presentations fall outside established pathways or require multi-agency decision-making.
- Support safe and effective triage, allocation and prioritisation processes, providing senior oversight of complex or disputed clinical decisions.
- Provide clinical leadership in relation to step-up and step-down decisions and transitions between services.
- Represent MTA in appropriate CYPMHS/CAMHS clinical pathway and transition discussions.
- Provide professional challenge where practice, clinical decision-making or service arrangements may not adequately meet the needs of children and young people.
- Act as a senior source of CYP therapeutic and clinical expertise within North Kent Mind and the MTA partnership.

Safeguarding and Specialist Lead Responsibilities

- Act as a designated CYP Safeguarding Lead, providing senior safeguarding advice, oversight and decision-making across CYP services.
- Work closely with North Kent Mind's organisational safeguarding arrangements and other designated safeguarding leads to ensure appropriate escalation, information sharing and management of safeguarding concerns.

- Act as the designated Prevent Lead/Champion for the Medway Therapeutic Alliance and maintain the knowledge and training required for the role.
- Act as the designated Child Exploitation Lead for the Medway Therapeutic Alliance, providing specialist advice and supporting effective identification, escalation and partnership working.
- Act as the designated Mental Capacity and Liberty Protection Safeguards Lead for the Medway Therapeutic Alliance, providing guidance relating to mental capacity, competence, consent, parental responsibility and information sharing.
- Maintain effective relationships with safeguarding and clinical leads across MTA partners and subcontractors to support effective risk management, case holding and escalation.
- Contribute to safeguarding reviews, audit, training and organisational learning.
- Ensure that relevant safeguarding learning and changes in guidance are reflected in CYP clinical practice.
- Provide senior clinical guidance on appropriate information sharing, confidentiality and consent, including the application of Caldicott principles within CYP and multi-agency practice.

Clinical Quality and Governance

- Provide clinical leadership for quality and governance within CYP services and the Medway Therapeutic Alliance.
- Support services to operate in line with relevant professional standards, evidence-based guidance, contractual requirements and recognised good practice.
- Contribute to a proportionate programme of clinical audit and quality review.
- Use learning from clinical supervision, safeguarding, incidents, complaints, service-user feedback and outcomes to identify opportunities to strengthen practice.
- Provide clinical scrutiny of therapeutic interventions, guidance, resources and practice standards.
- Monitor agreed clinical improvement actions and support managers to embed learning into practice.
- Contribute to clinical governance and assurance reporting for senior management, the MTA partnership and commissioners where required.
- Support the development and review of clinical frameworks, pathways, procedures and practice guidance.
- Promote a culture of reflective practice, continuous learning and clinical improvement.

Partnership, Commissioner and Stakeholder Relationships

- Maintain strong and effective relationships with MTA commissioners, subcontractors and wider system partners.

- Represent North Kent Mind and the Medway Therapeutic Alliance at relevant clinical, safeguarding, commissioner and strategic partnership meetings.
- Provide senior clinical input into commissioner discussions, service reviews, pathway development and quality-assurance activity.
- Build and maintain effective relationships with CYPMHS/CAMHS, NHS, local authority, education, social care and voluntary-sector partners.
- Represent MTA within relevant system-wide CYP mental health forums, transformation programmes and professional networks.
- Maintain effective working relationships with clinical and safeguarding leads across MTA partner and subcontractor organisations.
- Contribute to multi-agency discussions relating to complex cases, thresholds, transitions, escalation and pathway development.
- Support effective communication between frontline clinical services, MTA leadership, commissioners and system partners.

Workforce Development and Clinical Capability

- Support the development of clinical skills, confidence and professional judgement across the CYP workforce.
- Identify learning and development needs arising through supervision, audit, safeguarding, incidents and practice review.
- Contribute to the development and delivery of clinical training, workshops and reflective-practice sessions.
- Lead and maintain oversight of the MTA clinical training matrix, ensuring appropriate clinical and safeguarding learning requirements are identified.
- Support managers to identify where additional supervision, training or professional-development support is required.
- Promote multidisciplinary learning and sharing of good practice across MTA partners and subcontractors.
- Support the induction and professional development of new clinicians and practitioners.

Service Leadership and Development

- Work closely with the Director of CYP Services and managers to support the safe and effective delivery of CYP services.
- Provide clinical leadership into service planning, development and improvement.
- Identify emerging clinical risks, themes, service pressures and gaps and ensure these are escalated appropriately.

- Contribute clinical expertise to service development, new pathways, commissioning discussions and mobilisation of new services.
- Support managers and teams to translate clinical standards and contractual requirements into effective practice.
- Contribute to reviews of service performance and outcomes, identifying where clinical practice or pathways require improvement.
- Provide clinical input into the management and review of MTA subcontractor delivery where appropriate.

Additional Requirements

- The role requires regular travel across North Kent, including attendance at North Kent Mind sites, partner organisations, commissioner meetings and multi-agency forums.
- The post holder must be able to work flexibly, including occasional evenings and weekends, to support governance requirements, training delivery, partnership meetings and service needs.
- The post holder may be required to represent North Kent Mind at external meetings, quality reviews, safeguarding forums, inspections and contract monitoring arrangements.
- The post holder will be expected to maintain appropriate professional registration, accreditation or membership where relevant to their professional background.
- The post holder may be required to undertake additional specialist training relevant to the role, including safeguarding, Prevent, clinical supervision, clinical governance and quality assurance.
- The post holder may share relevant learning and good practice across the organisation where this supports the effective delivery and development of the Medway Therapeutic Alliance.

Working Environment

The role will be based at one of North Kent Mind's main offices, with regular attendance across CYP service locations, partner organisations and community settings throughout North Kent.

The role will involve a combination of clinical supervision, reflective practice, clinical consultation, safeguarding and complex case discussions, alongside governance, quality improvement, partnership working, training and attendance at internal and external meetings.

Office environments may include a combination of open-plan and smaller room-based layouts, with varying levels of noise, lighting and foot traffic. The role will also involve regular use of digital systems, virtual meetings and remote collaboration tools.

The primary work base and working pattern will be determined by service and organisational requirements and may vary over time. This will be discussed as part of the recruitment process.

The post holder may be required to attend meetings at various North Kent Mind locations, partner organisations and external venues, including occasional travel across Kent and Medway.

North Kent Mind is committed to creating an inclusive and accessible workplace, and reasonable adjustments will be considered and supported where required.

Education & Qualifications

Category	Criteria	Essential	Desirable
Education & Qualifications	Postgraduate qualification (Level 7 or above) in a relevant clinical, therapeutic or mental health discipline	✅	
	Current registration or accreditation with a relevant professional body (e.g. BACP, UKCP, HCPC, BABCP, NMC, Social Work England or equivalent)	✅	
	Qualification or recognised training in clinical supervision, or substantial evidenced experience of providing clinical supervision	✅	
	Qualification or recognised training in leadership, safeguarding, quality improvement or service development		✅
	Evidence of ongoing continuing professional development relevant to CYP mental health, safeguarding, clinical supervision, leadership or clinical practice	✅	
	Significant post-qualification experience delivering therapeutic interventions to children and young people	✅	
	Significant experience working within CYP mental health, emotional wellbeing, CAMHS/CYPMHS or related therapeutic services	✅	
	Significant experience providing clinical supervision to therapists, counsellors or CYP mental health practitioners	✅	
	Experience facilitating reflective practice and/or group clinical supervision	✅	
	Experience supporting case formulation, therapeutic planning and decisions about appropriate interventions	✅	
	Experience supporting complex clinical decision-making and professional practice discussions	✅	

	Experience managing complex clinical risk, safeguarding concerns and professional judgement decisions	✅	
	Strong understanding of child development, CYP mental health and evidence-informed therapeutic practice	✅	
	Experience providing clinical consultation, advice and professional guidance to practitioners and managers	✅	
	Experience contributing to quality improvement, service development or practice improvement initiatives	✅	
	Experience developing or improving clinical processes, pathways or ways of working	✅	
	Experience identifying clinical risks, gaps and opportunities for improvement and translating learning into practice	✅	
	Experience undertaking or contributing to clinical audits, quality reviews, service evaluations or assurance activities	✅	
	Experience using outcomes, feedback, audit findings and/or data to improve clinical practice and service delivery	✅	
	Experience leading significant organisation-wide quality assurance or clinical governance programmes		✅
	Excellent knowledge and substantial experience of safeguarding children and young people	✅	
	Experience acting as a safeguarding lead, deputy safeguarding lead, or providing senior safeguarding advice and decision-making	✅	
	Experience managing complex safeguarding and clinical risk concerns	✅	
	Knowledge of Prevent, Child Exploitation, contextual safeguarding and wider CYP safeguarding frameworks	✅	

	Understanding of clinical governance and quality assurance within health, social care or CYP services	✅	
	Knowledge of Mental Capacity, competence, consent, parental responsibility, Liberty Protection Safeguards and information-sharing principles	✅	
	Previous experience as a named Prevent, Child Exploitation or Mental Capacity/LPS lead		✅
	Experience working effectively within multi-agency CYP partnerships and professional networks	✅	
	Experience representing a clinical or service perspective at local, regional or strategic forums	✅	
	Ability to influence clinical practice, service development and decision-making across professional and organisational boundaries	✅	
	Experience working directly with commissioners and maintaining effective commissioner and stakeholder relationships	✅	
	Experience of contractual quality requirements, contract monitoring or commissioner assurance		✅
Communication & Leadership Skills	Ability to communicate complex clinical information clearly to a range of audiences	✅	
	Ability to build credible and effective relationships with practitioners, managers, commissioners, partners and stakeholders	✅	
	Ability to provide professional and clinical leadership, support and constructive challenge	✅	
	Ability to facilitate reflective practice, learning, training and workforce development	✅	
	Ability to provide effective clinical supervision that supports safe practice,	✅	

	professional development and practitioner wellbeing		
	Ability to analyse complex information, assess clinical and safeguarding risk and make sound professional judgements	✅	
	Ability to lead and support complex clinical decision-making in situations involving uncertainty, risk or competing priorities	✅	