

Job Title:	Senior Systemic ND Practitioner (Fixed term March 2026)
Reports to (job title):	
Line Manager to:	6 x Systemic ND Practitioners

Job purpose

The Systemic ND Practitioner will deliver targeted and systemic support for neurodivergent children, young people, and families. This role integrates leadership, trauma-informed care, and systemic advocacy to ensure high-quality, family-centred interventions. The practitioner will provide team leadership while maintaining a direct service delivery role to promote resilience, equity, and holistic care.

Role Overview:

This senior role combines direct service delivery with leadership responsibilities. The postholder will oversee the work of the practitioners, ensuring high-quality, trauma-informed, and family-centred care. They will also act as a system-wide champion for trauma-informed approaches, working collaboratively with partners to build capacity, share best practices, and influence systemic change. **Base**

Region-wide, with an agile approach to meeting the needs of children and young people.

Key responsibilities

- Uphold organizational policies related to confidentiality, safeguarding, and governance.
- Promote organizational values by fostering equity, inclusivity, and resilience.
- Participate in ongoing professional development, supervision, and reflective practice

Leadership and Team Management

- Provide line management to a team of six practitioners, including regular supervision, performance management, and development reviews.
- Foster a positive, trauma-informed, and collaborative team environment that promotes reflective practice and resilience.
- Support practitioners in managing complex caseloads, integrating trauma-informed care into all aspects of their work.

- Lead team meetings, ensuring effective communication, shared learning, and continuous improvement.

Championing Trauma-Informed Practice

- Act as a system-wide advocate for trauma-informed care, promoting its adoption across services.
- Develop and deliver training, workshops, and resources to embed trauma-informed principles within the team and partner organizations.
- Collaborate with multi-agency partners to address systemic barriers and improve trauma-informed practices.
- Model trauma-informed principles in all interactions with staff, families, and professionals, ensuring a compassionate approach.

Service Delivery and Quality Assurance

- Hold a small, focused caseload to maintain an active connection to frontline service delivery.
- Ensure team adherence to organizational policies, safeguarding standards, and professional guidelines, with a trauma-informed focus.
- Monitor and evaluate team performance, identifying opportunities for service improvement and professional development.
- Oversee care plans and interventions to ensure they are personalized, family-centred, and outcomes-focused.

Support and Advocacy for Families

- Act as an advocate for children, young people, and families within multi-disciplinary teams, ensuring their voices are central to decision-making.
- Support families in navigating systems, accessing appropriate services, and building resilience through trauma-informed approaches.
- Collaboratively co-produce care plans with families, ensuring lived experiences inform all aspects of care.

Training and Professional Development

- Identify training needs related to trauma-informed and neurodivergence-focused care within the team.
- Deliver in-house training and workshops to enhance team capacity and skills.
- Support team members' access to professional development opportunities aligned with organizational goals.

Participation in Multi-Agency Working

- Attend and contribute to multi-agency meetings, such as Team Around the Family, Multi-Disciplinary Team meetings, and discharge planning sessions.
- Advocate for timely implementation of decisions to prevent delays in care.

System Advocacy

- Identify and address systemic barriers, challenging processes to ensure equitable access to care.

Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care	Think	Do
<ul style="list-style-type: none">• Inspire• Understand• Communicate	<ul style="list-style-type: none">• Challenge• Improve• Learn	<ul style="list-style-type: none">• Accountability• Involve• Resilience

Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice , NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a “non-smoking” policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

Equal Opportunities

It is the company’s intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

Personal Specification

Essential

- Qualifications
 - Relevant undergraduate degree (e.g., Psychology, Social Work) or equivalent professional qualification in a related field.
- Experience
 - Direct experience providing assessments, therapeutic interventions, and case management for neurodivergent CYP.
 - Leadership or supervisory experience, including team management and performance evaluation.
 - Experience collaborating within multi-disciplinary teams.
- Skills
 - Strong interpersonal and communication abilities.
 - Ability to manage complex caseloads while supporting team members.
 - Proficiency in safeguarding, risk assessment, and intervention planning.
- Knowledge
 - Comprehensive understanding of trauma-informed care and systemic approaches.
 - Awareness of child development, neurodivergence, and psychosocial influences.

Desirable

- Qualifications
 - Postgraduate qualification in CYP IAPT – ASC/LD pathway.
 - Advanced training in trauma-informed practice or systemic care.
- Experience
 - Working within CAMHS ND pathways.
 - Familiarity with routine outcome measures (ROMs) and service evaluation tools.

Other requirements:

- Driving licence and access to vehicle for work purposes.