

## LONDON BOROUGH OF LEWISHAM

### JOB DESCRIPTION

<b>Designation:</b>	Senior Systemic Practitioner	<b>Grade:</b> P03	
<b>Reports to (Designation):</b>	Team Manager	<b>Grade:</b>	P07/ P08
<b>Directorate:</b>	Families, Quality & Commissioning	<b>Department:</b>	Integrated Adolescent Service

---

#### Main Purpose of the job:

To deliver high-quality systemic and goal-based interventions for children, young people, and families, using Sign of Safety, Trauma-Informed, Anti-Racist, Restorative, and Contextual Approaches. The postholder will support the development of systemic practice across the multidisciplinary team through consultation, supervision, and reflective spaces.

They will deputise for the Health and Wellbeing Hub Manager when required, contributing to operational oversight, service planning, and stakeholder engagement. The role also involves supporting service innovation, quality assurance, and continuous improvement to ensure equitable outcomes for Lewisham's diverse communities.

---

#### Summary of Responsibilities and Personal Duties:

##### Systemic Practice

Deliver systemic interventions to children, young people, and families, including direct work, consultations, and group-based approaches.

Use systemic tools (e.g., genograms, mapping) to inform assessments and interventions.  
Support the implementation of borough-wide safeguarding strategies through systemic approaches.

##### Caseload Responsibility

Hold a caseload of complex and high-risk cases, providing systemic interventions that address safeguarding concerns, relational trauma, and multi-agency complexities. This includes working intensively with families and professionals to stabilise risk, strengthen protective factors, and improve outcomes for vulnerable adolescents.

Maintain accurate and timely case records, ensuring compliance with GDPR and local policies.

Work flexibly and responsively to meet the needs of children and families, including occasional evening work and borough-wide travel.

## **Supervision and Practice Development**

Provide systemic-informed supervision and consultation to practitioners across the service.

Facilitate reflective practice sessions, case discussions, and group supervision.

Provide direct line management to Systemic Practitioners within the team, offering regular supervision, support, and oversight of their caseloads and professional development.

Promote systemic thinking and trauma-informed practice across the team.

## **Deputising and Operational Support**

Deputise for the Health and Wellbeing Hub Manager in their absence, including attending meetings and supporting team operations.

Support the Health and Wellbeing Manager to coordinate multidisciplinary input (e.g., CAMHS, SALT, nursing) to ensure integrated service delivery.

## **Service Innovation and Quality Assurance**

Contribute to the development and evaluation of innovative projects (e.g., government-funded pilots).

Participate in audits, data analysis, and service evaluations to inform practice improvement inline with KPI's.

## **Stakeholder Engagement and Equity**

Build effective relationships with internal and external partners, including health, education, and voluntary sector agencies.

Champion inclusive and anti-racist practice, addressing disproportionality in service outcomes.

## **General Terms**

Ensure that all duties and responsibilities are discharged in accordance with the council's policies and procedures, Code of Conduct and relevant regulations and legislation.

To comply with the council's equal opportunities and diversity policies ensuring anti-discriminatory practice within the service area.

To maintain personal and professional development to meet the changing demands of the job and participate in appropriate training/development activities including the council's performance, development and review scheme.

Ensure that all duties and responsibilities are discharged in accordance with the council's policies and procedures, Code of Conduct and relevant regulations and legislation.

To undertake additional duties that may arise from time to time commensurate with the grade of the post.

**This job description is a guide to the level and range of responsibilities you will be expected to undertake. It may be changed from time to time to reflect changing circumstances and**

**demands. As directed, you will undertake additional duties and responsibilities that may arise from time to time commensurate with the grade of the post.**

Internal Contacts: These include Family Help & Care, Education.

External Contacts: This will include CAMHS, NHS colleagues, Police, Probation, Courts.

To carry out the duties of the post with due regard to the Council's relevant policies, codes and procedures.

To carry out duties with due regard to the Council's values and behaviours

All employees are required to participate in Appraisal and Performance Management processes and to undertake appropriate training and development, including mandatory induction training, identified to enhance their work.

Undertake other duties, commensurate with the grade, as may reasonably be required.

Consideration will be given to restructuring the duties of this post for a disabled postholder.

THIS JOB DESCRIPTION MAY NEED TO BE AMENDED BY THE DIRECTORATE TO MEET  
THE CHANGING NEEDS OF THE SERVICE.

Number of fully managed staff:

Title: Systemic Practitioner	Grade P01	No of posts 2-3
------------------------------	-----------	-----------------

Number of partially managed staff:

Title:	Grade	No of posts
--------	-------	-------------



## PERSON SPECIFICATION

**Job Title:** Senior Systemic Practitioner

**Grade:** P03

**Department:** Integrated Adolescent Service

### Note to Candidates

The Person Specification is a picture of the skills, knowledge and experience needed to carry out the job. It has been used to draw up the advert and will also be used in the shortlisting and interview process for this post.

Those categories marked 'S' will be used especially for the purpose of shortlisting.

Please ensure that Equality and Diversity issues are addressed specifically in relation to the role for which you are applying when addressing the requirements of this person specification where appropriate.

If you are a disabled person and are unable to meet some of the job requirements specifically because of your disability, please address this in your application. If you meet all the other criteria you will be shortlisted and we will explore jointly with you if there are ways in which the job can be changed to enable you to meet the requirements.

<b>Equality &amp; Diversity</b>	
Awareness of and a commitment to Equality of Access and Opportunity in a diverse community	<b>S1</b>
Understanding of how equality and diversity relates to this post	<b>S2</b>
<b>Knowledge</b>	
Strong understanding of systemic theory and its application in safeguarding and adolescent services.	<b>S3</b>
Knowledge of signs of safety, trauma-informed, anti-racist, restorative, and contextual approaches.	
Awareness of local and national safeguarding frameworks and thresholds.	<b>S4</b>
Understanding of the emotional and relational needs of adolescents and families.	
<b>Aptitude &amp; Skills</b>	
Skilled in facilitating reflective spaces and supporting practitioner development.	
Strong communication skills, including the ability to produce analytical and reflective reports.	
Ability to analyse complex situations and contribute to service planning and improvement.	
Ability to supervise less experienced practitioners providing oversight of their casework and professional development.	<b>S5</b>
Commitment to inclusive, anti-racist & anti-discriminatory practice.	<b>S6</b>
Capacity to work flexibly and manage competing priorities within a caseload.	
<b>Experience</b>	
Minimum 3 years experience applying systemic approaches in work with children, young people, and families.	<b>S7</b>
Experience facilitating systemic consultations, case discussions, and reflective practice sessions.	<b>S8</b>
Experience of using systemic tools (e.g., genograms, mapping) to inform practice and supervision	
Experience supporting practitioners to embed systemic thinking in their work.	
Experience contributing to service development, innovation, or quality assurance.	
Experience working in multi-agency settings and engaging with professionals across health, education, and social care.	
Experience maintaining high risk/complex caseloads and delivering structured interventions	
<b>General Education</b>	
Degree level education or above in Social Work, Health & Social Care, Psychology, Sociology, Nursing.	<b>S9</b>
Post graduate training/certificate in systemic practice.	

Evidence of continued professional development in systemic practice and safeguarding	
<b>Personal Qualities</b>	
Child-Centered and Relational	
Resilient and Emotionally Intelligent	
Curious and Non-Judgmental	
<b>Culturally and Socially Aware</b>	
Flexible and Creative	
Patient and Persistent	
Collaborative	
<b>Physical</b>	
Generally candidates must meet the standard Lewisham requirements for the post	

**DBS Disclosure Required**    
**Basic** ☐    
**Standard** ☐    
**Enhanced** ☒