

## LONDON BOROUGH OF LEWISHAM

### JOB DESCRIPTION

<b>Designation:</b>	Systemic Practitioner	<b>Grade:</b> P01	
<b>Reports to (Designation):</b>	Senior Systemic Practitioner/Hub Manager	<b>Grade:</b>	P03/P08
<b>Directorate:</b>	Families, Quality & Commissioning	<b>Department:</b>	Integrated Adolescent Service

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#### Main Purpose of the job:

To deliver systemic and goal-based interventions to children, young people, and families, using Signs of Safety, Trauma-Informed, Anti-Racist, Restorative, and Contextual Approaches. The postholder will contribute to improving relational outcomes, emotional wellbeing, and safeguarding through direct work and collaborative practice.

They will work closely with colleagues across the multidisciplinary team to embed systemic thinking in assessments, planning, and interventions. The role includes participating in reflective spaces, case discussions, and consultations, and contributing to service development and innovation.

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#### Summary of Responsibilities and Personal Duties:

Deliver direct systemic interventions to children, young people, and families, using tools such as genograms, mapping, and relational formulations to inform assessments and plans.

Hold a caseload of children, ensuring timely, purposeful, and relationally informed interventions that promote safety, wellbeing, and improved outcomes.

Apply Signs of Safety, Trauma-Informed, Anti-Racist, Restorative, and Contextual Approaches in all aspects of practice, ensuring interventions are responsive to the lived experiences of Lewisham's diverse communities.

Contribute to multi-agency case discussions, strategy/professional meetings, and planning forums, offering systemic perspectives to support safeguarding and relational outcomes.

Participate in reflective practice sessions, group supervision, and consultations led by senior colleagues, and contribute actively to team learning and development.

Support the development of systemic thinking across the service by modelling relational approaches and contributing to training and peer learning activities.

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

Engage with families and professionals in a way that promotes collaboration, transparency, and shared understanding of goals and outcomes.

Contribute to service innovation and improvement by participating in pilot programmes, feedback loops, and quality assurance activities.

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

Uphold Lewisham's values of equity, inclusion, and anti-discriminatory practice in all aspects of service delivery.

## **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.

## PERSON SPECIFICATION

**Job Title:** Systemic Practitioner

**Grade:** P01

**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>	
Understanding of systemic theory and its application in adolescent services and safeguarding contexts.	
Awareness of Signs of Safety, trauma-informed, anti-racist, restorative, and contextual approaches.	<b>S3</b>
Knowledge of child development, family dynamics, and relational risk factors.	
Familiarity with local and national safeguarding frameworks and thresholds.	<b>S4</b>
<b>Aptitude &amp; Skills</b>	
Ability to build trusting relationships with children, families, and professionals.	<b>S5</b>
Skilled in using systemic tools to inform assessments and interventions.	
Strong verbal and written communication skills, including report writing and case recording.	
Ability to reflect on practice and contribute to team learning and development.	
<b>Experience</b>	
Experience working directly with children, young people, and families in a relational or therapeutic context.	<b>S6</b>
Experience applying systemic tools and approaches (e.g., genograms, mapping, relational formulations).	<b>S7</b>
Experience contributing to multi-agency planning and safeguarding processes.	
Experience maintaining a caseload and delivering structured interventions.	<b>S8</b>
Experience working in diverse communities and promoting inclusive practice.	
<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	

Culturally and Socially Aware	
Flexible and Creative	
Patient and Persistent	
Collaborative	
<b>Circumstances</b>	
Ability to work flexible hours, including evenings.	
Ability to travel within and outside the borough.	
Enhanced DBS clearance required.	
<b>Physical</b>	
Generally candidates must meet the standard Lewisham requirements for the post	

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