

Job Description

DIRECTORATE:	Children and Family Services
DEPARTMENT:	Edge of Care Services
POST:	Therapeutic Intervention Worker
GRADE OF POST:	GR09
RESPONSIBLE TO:	Edge of Care Services Deputy Team Manager

JOB PURPOSE:

To provide structured, longer-term therapeutic interventions to children, young people, and carers following a period of crisis or disruption. Working as part of a multi-disciplinary, trauma-informed team, the post holder will deliver evidence-based direct work to promote emotional recovery, relational repair, and long-term placement stability.

The post holder will contribute to a psychologically informed environment that supports recovery from trauma, builds resilience, and strengthens the capacity of carers to meet the complex needs of adolescents at risk of exploitation, placement breakdown, or care entry.

PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:

- Deliver structured, trauma-informed therapeutic sessions to children and young people aged 10+, including those looked after or on the edge of care.
- Support emotional regulation, attachment, and resilience through developmentally informed and relational approaches.
- Provide ongoing therapeutic support to carers and families, helping them understand and respond to trauma-related behaviours using consistent, nurturing strategies.
- Use a range of evidence-based techniques tailored to individual need, such as cognitive behavioural approaches, Dyadic Developmental Psychotherapy (DDP), and creative or play-based interventions.
- Where appropriate, deliver joint sessions with carers and young people to strengthen relationships, trust, and communication.
- Work in partnership with Clinical Psychologists, attending consultations and contributing to psychological formulations and intervention plans.
- Participate in multi-agency meetings to ensure coordinated support and seamless transitions across service tiers.

- Maintain clear, outcome-focused records and contribute to evaluations and reviews of intervention progress.
- Attend regular supervision, reflective practice sessions, and team meetings to support continuous improvement and practitioner resilience.
- Contribute to the wider development of trauma-informed practice within the Edge of Care service.

GENERAL DUTIES

Health and Safety

To fulfil the general and specific roles and responsibilities detailed in the [Health and Safety Policy](#)

Equal Opportunities

To ensure that all activities are operated in accordance with Equal Opportunities legislation and best practice.

Safeguarding

Protecting children, young people or adults at risk is a core responsibility of all employees. Any concerns should be reported to the Adult Safeguarding Team or Children's IAA Service within MASH.

Review and Right to Vary

This Job Description is as currently applies and will be reviewed regularly. You may be required to undertake other tasks that can be reasonably assigned to you, including development activities, which are within your capability and grade.

CRIMINAL RECORDS CHECK (WHERE APPLICABLE)

This post requires a criminal records check through the Disclosure & Barring Service (DBS).

Person Specification

Therapeutic Intervention Worker

The following attributes represent the range of skills, abilities and experiences etc. relevant to this position. Applicants are expected to meet the attributes that have been identified as essential.

Attributes	Requirements	Essential Criteria	Method of Evaluation / Testing
Qualifications, Education and Training	- Educated to QCF (NVQ) Level 4 in a relevant field (e.g. Social Care, Psychology, Counselling, Youth Work) or can demonstrate equivalent experience. - Evidence of ongoing professional development.	Yes	Production of original Qualification Certificates and application form.
Knowledge and experience	- Experience of working in the health, social care or voluntary sector with children and families who are known to social service departments. - Experience of developing and motivating staff. - Experience of working across departments/sectors. - Experience of direct work with people to bring about positive change. - A working knowledge and understanding of the legislative and regulatory framework underpinning work with children and their families including child and vulnerable adult protection procedures and practices including the Looked After System. - Experience of evidence-based working with children and families and/or delivering evidence-based parenting programmes. - Experience of building constructive working relationships based on trust and respect within professional boundaries.	Yes Yes Yes Yes	Interview, application form and selection process.

Skills and Personal Qualities	• A commitment to continued learning and development in applying evidence-based child and family practices. • Ability to deliver structured, evidence-based therapeutic interventions to children, young people and their carers. • A commitment to continued learning and development in applying evidence-based child and family practices. • Ability to manage and deal with sensitive and emotionally challenging scenarios, including where individuals may respond to support with hostility. • Ability to assertively and creatively engage family members who may be resistant or difficult to reach. • Ability to support families to identify areas for change and implement strategies to improve outcomes and build resilience. • Ability to work effectively and independently within a multi-agency team, sharing information appropriately and co-working with professionals from a range of backgrounds. • Able to manage variable and competing demands, and work well under pressure. • Ability to analyse and interpret information and communicate clearly both verbally and in writing. • Ability to work from a strengths-based, anti-discriminatory perspective. • Operates in a highly flexible manner, including mornings, evenings, and weekends as required by the service. • Good organisational and IT skills. • A reflective and resilient practitioner, open to supervision and professional development.	Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes	Interview, application form and selection process.
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Skills and Personal Qualities (continued)	• Full valid UK driving licence and access to a vehicle for business use. • Commitment to safeguarding and promoting the wellbeing of children and families. • The ability to communicate through the medium of Welsh.	Yes Yes	Interview, application form and selection process.
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