



## Job Description

<b>Title:</b>	Senior Bereavement Practitioner (Children and young people)
<b>Reporting to:</b>	Bereavement Service Manager/ Clinical Associate Director/ Clinical Director
<b>Location:</b>	Home based/online/across locations in Medway.
<b>Hours per week:</b>	25 hours per week
<b>Salary Level:</b>	£35,000 per annum FTE

The Medway Therapeutic Alliance, led by North Kent Mind, will start on 1<sup>st</sup> April 2026. This service will support young people who have mild to moderate mental health and emotional wellbeing needs, by providing evidence-based interventions through groups, 1-1 support, and workshops. This is an exciting opportunity to transform mental health and emotional wellbeing services for Children and Young People in Medway. As part of the Medway Therapeutic Alliance, CHUMS will provide a service delivering specialist bereavement support for children, young people and young adults, who are residents of Medway. We are seeking to recruit a Senior Specialist Bereavement Practitioner to be part of an established Kent & Medway team supporting CYP/YAs affected by grief and loss.

### **JOB PURPOSE:**

The Senior Bereavement Practitioner will support children, young people, young adults (CYP/YA's) up to 25 years and their families who have been bereaved. They will offer a range of evidence-based interventions to support the needs of children and young people who are experiencing grief and offer advice/guidance to their parents/caregivers as appropriate. You will have experience formulating and tailoring interventions for bereaved clients with an understanding of best practice bereavement support. The post holder may be required to provide recommendations and advice for other professionals involved in supporting the child/young person. The postholder will be required to plan and facilitate children's bereavement groups, leading activities which support children/young people in key tasks associated with adaptive grieving.

### **DUTIES AND RESPONSIBILITIES**

- Direct 1:1 and group bereavement focused intervention with children, young people, young adults, parents and carers by:

- Conducting structured assessments and producing collaborative care plans
- Providing bereavement focused intervention for individual children, young people and young adults
- Co-facilitating and leading the development of bereavement workshops and groupwork
- To provide expert bereavement advice, guidance, consultation and signposting for children/young people based on their emotional and social needs
- Where required, work with professionals to provide holistic and robust support for the CYP
- To be part of the team undertaking screening, triaging and assessment of new referrals to ensure suitability for the service and where necessary offer appropriate signposting or make further referrals to ensure the individual is directed to clinically appropriate support for their needs
- To undertake risk assessment and management (clinical and safeguarding) for individual clients
- Use standardised routine outcome measures to assess and evaluate clients
- To work with the team to ensure that service key performance indicators are being met e.g. timely processing of referrals and contacts with families, completed paired outcomes measures
- Utilise supervision effectively to appropriately manage any clinical concerns for clients
- To complete all associated documentation and paperwork relevant to the role, within the service and best practice guidelines.
- To comply with all CHUMS policies and procedures including safeguarding protocols and risk assessments
- Ensure Making Every Contact Count (MECC) is embedded across the service
- To communicate in a highly skilled and sensitive manner, which is accessible and developmentally appropriate

### Key relationships:

Clinical Director	Accountable to
Bereavement Manager	Line managed by
Volunteers	Works with and supports
Placements	Works with and supports
CONNECT SUPG	Liaise with
CAMHS	Liaise with
Childhood Bereavement Network (CBN)	Liaise with
Schools/ colleges	Liaise with
Key stakeholders	Liaise with

**Analytical and Judgemental:**

- Required to understand complex facts of situations with children/young people and their families.
- Undertake initial assessment of children's and families needs which may include multiple and complex issues.
- To provide appropriate information to families and professionals about the needs of bereaved children and young people.
- To be aware of referral pathways for other appropriate services

**Planning and Organisation:**

- Manage own caseload.
- Assist in the co-ordination and facilitation of workshops for children, young people, and their families.
- Completion of Routine Outcome Measures

**Physical:**

- Combination of sitting, standing, walking, frequently in a restricted position.
- Regular travel across Medway.
- Frequent lifting of resources.
- Keyboard skills.
- Assessment tools.

**Patient and Client Care:**

- Develop and deliver therapeutic care interventions to children, young people, and their families.
- Provide specialist advice to families and other professionals.

**Policy and Service:**

- Follows policies in own role.
- Implements policies and proposes changes to practice and procedures for own area of working and works in conjunction with the CHUMS team to develop practice for the wider service.

**Financial and Physical Resources:**

- Personal duty of care in relation to equipment and resources.
- Careful use of all facilities used by CHUMS.

**Information Resources:**

- Records personally generated information and updates case notes on client database within 24 hours.

- Writes reports in relation to the needs of individual children and young people to other agencies where appropriate.

### **Research and Development:**

- Contributes to regular audit/ evaluation and analysis of clinical activity in relation to own work and CHUMS.

### **Freedom to Act:**

- Works independently with families and volunteers within policies and codes of conduct.
- Has autonomy to manage own caseload

### **ADDITIONAL INFORMATION:**

#### **Mental Effort:**

- Frequent intense concentration
- In-depth proactive mental attention for assessment and during interventions offered to children and young people
- Intense concentration for facilitating groups for children, young people, and parent/carers

#### **Emotional Effort:**

- Frequent highly distressing or emotional circumstances in supporting children/young people and their families.
- Dealing with multiple complex issues.

#### **Working Conditions:**

- Occasional/frequent emotional distressing situations
- Occasional/ frequent risk of physical/ verbal aggression.

## **GENERAL TERMS AND CONDITIONS**

### **Variation**

This job profile is not intended to be a complete list of duties and responsibilities but as a guide for information to the job and may be reviewed in the light of changed needs and as part of an individual's personal development plan. Any changes will be made following discussion with the post holder.

The post holder will be expected to undertake ongoing personal, professional and management development in line with the responsibilities of the post.

### **Equal Opportunity**

All employees must comply with CHUMS Social Enterprise Equal Opportunity Policy and must not discriminate on the grounds of age, class, race, colour, nationality,

ethnic or national grounds, disability, family responsibilities, gender, marital status, religion or sexual orientation or any other grounds which cannot be shown to be justifiable.

### **Health and Safety**

All employees are subject to the requirements of the Health & Safety at Work Act. The post holder is required to ensure that his/her work methods do not endanger themselves or others.

### **Data Protection/Confidentiality**

All employees are subject to the requirements of the Data Protection Act 1998 and must maintain strict confidentiality in respect of patient and staff records and information.

### **Continuing Professional Development**

The post holder will be expected to undertake ongoing personal, professional and management development in line with the responsibilities of the post.

**CHUMS Social Enterprise CIC**  
**PERSON SPECIFICATION**  
**Family Care Practitioner (Bereavement)**

<b>Requirements</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assessed</b>
<b>Education and Training</b>	<ul style="list-style-type: none"> <li>• Counselling or psychology qualification</li> <li>• Accredited member of HCPC, BACP (MBACP accredited or working towards accreditation) or BABCP</li> <li>• Training in bereavement, loss, and grief</li> </ul>	<ul style="list-style-type: none"> <li>• Training in Trauma</li> <li>• Child and Adolescent counselling/therapy certificate</li> </ul>	Certificate Interview
<b>Knowledge and Experience</b>	<ul style="list-style-type: none"> <li>• At least two years' experience of working therapeutically with bereaved CYP and families</li> <li>• Experience of delivering assessment and intervention for children and adolescents, including clinical and safeguarding risk assessment and management</li> <li>• Experience of working in a multi-disciplinary setting</li> <li>• Ability to record and report on data relating to case activity</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of facilitating groups</li> <li>• Experience of providing virtual support</li> <li>• Knowledge of referral criteria and processes to local mental health services and support services</li> <li>• Knowledge of trauma-informed care and the barriers families may experience to service engagement</li> </ul>	Application Interview
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>• Excellent communication skills in supporting both children/young people and adults as well as other professionals</li> <li>• Excellent computer and IT skills</li> </ul>		Interview

Requirements	Essential	Desirable	Assessed
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Empathic facilitating style with children, families and other professionals and the ability to work co-operatively for the benefit of service users.</li> <li>• Ability to cope with high workload and multiple demands on time</li> <li>• Ability to manage time effectively and prioritise workload</li> <li>• Ability to deal with highly distressing and emotive situations</li> <li>• A demonstrated commitment to service development through evaluation and audit</li> </ul>		Interview
<b>Other Requirements (eg UK driving licence, shift/weekend working, travel away from home)</b>	<ul style="list-style-type: none"> <li>• Car driver</li> <li>• Will be required to travel to provide intervention in Medway.</li> <li>• Ability to work flexible hours to meet the needs of the service</li> <li>• Flexible to work occasional weekends and evenings</li> </ul>		Interview

Candidates will only be invited for interview if they meet the essential criteria for this post. The desirable criteria will be used to shortlist where the application of the essential criteria only, produces a large number of applicants.