



Royal Hospital for Neuro-disability Job Description

Job title:	Senior Music Therapist
Department:	Special Services Music Therapy
Salary grade:	Band 7
Responsible to:	Head of Therapy Services
Behavioural Framework:	Leadership Level 1

Scope

The RHN is a leading national centre of excellence, providing adult person-centred services that span the entire care pathway from post-acute rehabilitation services to end of life care, for people with complex Neuro-disability and their families, underpinned by a strong research and education programme.

You will be responsible for delivering a high quality Music Therapy service to residents, as part of a multi-disciplinary team. As music therapist team lead, you will also be required to provide specialist advice and supervision to the MT team.

The Senior Music Therapist is a key member of the interdisciplinary team and has a responsibility for supervision of Band 6 MTs, overseeing the clinical practice of the Music Therapy team. The Senior Music Therapist will be expected to take an active/lead role in the service development of music therapy in collaboration with other senior therapists within the team. The Senior Music Therapist will participate in: -

- Research and Clinical audit as appropriate
Service development within the RHN and MT service
- lead IPR's for Band 6 MTs
- Oversee IPR for Music Therapy Assistant
- Clinical Supervision of Band 6 MTs
- Clinical Practice developments and Innovations

Main Objectives of the Role

1. To deliver a high quality Music Therapy service to allocated caseload
2. Enhance the profile of music therapy at the RHN – internally and externally.
3. Provide specialist supervision for music therapists at the RHN.
4. Maintain effective links for music therapy with fundraising and communications.
5. Demonstrate an awareness of RHN's objectives and contribute to achieving them appropriately.
6. Strive to improve efficiency in all areas of your work and lead by example.

Key Responsibilities

- 1. To deliver Music Therapy treatment that is based on patient need, encompassing differing treatment techniques and approaches, maintaining efficient records of all patient contacts, assessments, treatments and discharges and ensuring basic standards for documentation.
- 2. To draw together clinical effectiveness, outcomes, feedback on programmes and liaise with fundraising and communications regarding case studies and the development of the service.
- 3. To liaise effectively and efficiently with the multidisciplinary team on matters relating to clinical caseload through documentation, attendance of case conferences and team meetings.
- 4. To reflect on clinical practice in discussion with peers and clinical supervisor, identifying strengths and needs and providing evidence of sound clinical judgement
- 5. To provide supervision for B6 Music therapists on clinical work and management of caseloads and advise on supervision techniques to less experienced supervisors.
- 6. Take a lead role in organising student placements
- 7. To represent the Music Therapy Service at internal and external forums including training sessions, corporate events
- 8. To be overall responsible for sourcing appropriate musical instruments and technology equipment for clinical use in music therapy sessions, and submitting funding requests.
- 9. To communicate effectively with relatives and relevant external agencies regarding the role of Music Therapy within patients' treatment programmes through reports and attendance of case reviews as appropriate.

Person specification: Essential and Desirable

Essential

- HCPC registration as a Music Therapist;
- Minimum of 4 years practising as a qualified MT, with a minimum of 18 months in neuro-disability.
- Experience as a clinical supervisor.
- Evidence of leading a team to include:
 - Supporting staff
 - Application of corporate and organisational objectives into practice
 - Change management
 - Service and self-development
 - Initiating new ideas
- Evidence of an understanding and skill of team working at discipline and MDT level
- A problem solving, innovative & creative approach to assessment & interventions- including client centred goal planning.
- Excellent written and verbal skills
- To be proficient in at least one musical instrument

Desirable

- Full Membership to the British Association of Music Therapists (BAMT),
- Demonstrating appropriate behaviour in stressful and difficult situations;
- Showing an awareness of own capabilities and areas for improvement;
- Displaying flexibility and adaptability;
- To be trained in NMT techniques

Leadership Behavioural Framework: Level 1

Working Collaboratively for RHN

Working Collaboratively for the RHN is about working together to deliver the best possible service for patients, carers and key stakeholders. It is about demonstrating our values particularly in finding ability in disability, delivering excellence through personal responsibility, being pioneering and sharing knowledge, ensuring clarity and compassion, respect and constancy.

- I carry out my duties as part of a team working towards an agreed outcome.
- I share information with my colleagues and listen to their ideas.
- I offer help to my colleagues if they need it.
- I am not afraid to ask for help if I'm struggling with something.
- I work with patient, carers, colleagues and others to resolve problems.
- I am open to different ways of working.

Achieving our Potential

Achieving our Potential is about giving staff and volunteers the time, support and opportunities to develop both themselves and their roles. It is about being able to develop our skills and knowledge and being able to take the time to reflect on successes and set-backs. It is about demonstrating a commitment to continuous professional and personal development and a flexible approach to working.

- I understand my role and the personal skills that are required to perform effectively
- Takes personal responsibility and seeks opportunities for personal development
- Prepared to be flexible in approach to work
- Acts pragmatically and decisively
- Shows willingness to embrace change
- Takes a risk aware rather than risk averse approach to work
- Prepared to challenge the 'status quo' and suggest improvements
- Aware of own strengths and development areas
- Finds time to reflect on personal performance

Preparing for the Future

Preparing for the Future is about being aware of what is over the horizon, anticipating opportunities and having the vision to look forward. It is about taking the time to reflect on current activities and challenging the status quo. It will involve accepting the need for change and developing a culture of continuous learning and improvement.

- I will actively contribute ideas and suggestions whilst being receptive to the contributions of others
- I am curious about how developments outside my immediate working environment can be utilised to improve things
- I feel able to challenge the status quo
- Awareness of own development needs
- An open and positive attitude to change
- I will collaborate with colleagues from across the Organisation
- I will take time to reflect on my successes and challenges
- I actively participate in team meetings and in the staff awards scheme

Leading by Example

Leading by Example is about acting as a role model and setting an example that motivates and inspires others. It involves providing a clear direction that recognises and utilises the strengths of our people.

- I am able to achieve my set goals and seek self-development
- I am thorough in all aspects of my work, taking pride in what I do.
- I do my best to meet deadlines.
- I recognise when I cannot cope with a situation and am willing to seek help as necessary.
- I recognise that I am working as part of a team and balance my own needs with those of my team.
- I improve my knowledge by learning from others, keeping up to date with relevant issues and taking advantage of appropriate development opportunities.

Committing to our Patients & Customers

Committing to the patient and customer is about understanding who those people are and what their specific needs involve. It is about the provision of high quality patient care and/or customer service and the development of on-going relationships. It is about treating those people as individuals, meeting and exceeding their expectations and treating them with respect, dignity and consideration. It is about providing an exceptional patient/customer experience.

- I want to be part of a positive experience for our patients and customers.
- I demonstrate an 'I care and I want to help YOU' attitude
- I treat customers in a friendly way that puts them at their ease
- I always promote a positive image of my colleagues, the services we provide and the RHN as a whole
- I will share knowledge with my colleagues
- I am proud of the excellent service that I provide
- I treat customers with empathy, honesty and respect
- I respond to customers in a timely and effective manner
- I seek to widen knowledge levels so that I can improve the range and depth of my customer service skills
- If I cannot help I will find someone who can

The job description is not exhaustive and will be reviewed in light of changing needs and organisational development, in consultation with the postholder.

I have read, understood and accepted the responsibilities, expectations and behaviours outlined above.

Signed:

Date: