



Association for Family &
Systemic Psychotherapy

AFSP Recommended Band 8c Job Description

Effective from: 13th March 2026

JOB DESCRIPTION

Job Title:	<i>Consultant Family and Systemic Psychotherapist</i>
Grade:	<i>Band 8c</i>
Specialty and Place of Work:	*
Hours of Work:	10 Sessions/37.5 hours
Department:	*
Professionally Accountable to:	Clinical Director of Psychological Therapies / Service Lead
Operationally Accountable to:	*
Reports to:	*

*To be added as appropriate for specific post

JOB PURPOSE

1. To provide expert-level systemic psychotherapy as an autonomous professional, leading the strategic and clinical development of family therapy services.
2. To provide shared leadership, development, and accountability for service delivery in partnership with the Service Management Lead and Clinical Director.
3. To contribute to the leadership and governance of the service, ensuring high-quality care and best practices are maintained.



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4. To oversee clinical governance, research, and service audits, ensuring compliance with NICE guidelines and national frameworks.
5. To establish and maintain external relationships with service planners, commissioners, clinical networks, and primary care partners.
6. To provide advanced consultation, supervision, and training to multidisciplinary professionals within the service.
7. To support service transformation and innovation in response to evolving mental health care needs.
8. To hold management responsibility for clinical supervision, systemic training, recruitment, professional development, and service planning within the family and systemic psychotherapy service.
9. To participate in financial planning and manage delegated budgets related to training, staffing, and service improvement.

DUTIES AND RESPONSIBILITIES

CLINICAL RESPONSIBILITIES:

1. Lead the provision of highly specialist systemic psychotherapy to children, families, and carers with complex and high-risk mental health needs.
2. Act as a clinical expert within multidisciplinary teams, shaping service models and interventions based on systemic principles.
3. Provide expert consultation on systemic formulations, diagnosis, and treatment planning for families experiencing severe psychological difficulties.
4. Apply and supervise advanced systemic interventions, utilizing evidence-based methodologies to support individuals and their wider support networks.
5. Oversee complex risk assessments and management strategies for vulnerable individuals and families, ensuring adherence to safeguarding policies.
6. Develop and implement new models of care in response to emerging service needs and national guidelines.
7. Ensure continuity of care across shifts and services, leading handover processes and care coordination.



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8. Champion cultural competence, addressing inequalities and promoting anti-discriminatory practice within services.
9. Facilitate systemic interventions within inpatient, outpatient, and community settings to ensure service accessibility.
10. Provide leadership in safeguarding and child protection processes, ensuring compliance with national frameworks.

MANAGEMENT AND PROFESSIONAL LEADERSHIP:

1. Provide strategic leadership to the systemic psychotherapy service, ensuring adherence to clinical governance frameworks.
2. Lead service-wide quality improvement initiatives, clinical audits, and governance reporting.
3. Supervise and mentor Band 8a family therapists, trainees, and other mental health professionals, ensuring clinical supervision standards are met across disciplines.
4. Lead on systemic training initiatives within the service, ensuring staff receive high-quality professional development opportunities.
5. Actively contribute to the recruitment and retention of staff, participating in interviews, workforce planning, and disciplinary processes as needed.
6. Oversee the professional development of staff, including the implementation of CPD programs and career progression pathways.
7. Lead on the planning and development of the family and systemic psychotherapy service, including preparing bids for future funding and implementing successful proposals.
8. Provide line management for staff below Band 8c, ensuring professional growth and service efficiency.
9. Participate in the overall management of a multi-disciplinary or multi-agency service, contributing to strategic decision-making and operational planning.
10. Engage in financial planning, managing delegated budgets for training, staffing, and service improvement.
11. Foster an inclusive, reflective, and learning-focused culture within the team and wider service.



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CONSULTATION, CLINICAL SUPERVISION, AND TRAINING:

1. Provide highly specialist systemic consultation to internal teams and external partner agencies.
2. Lead the development and delivery of training programs on systemic psychotherapy for multidisciplinary staff.
3. Act as a primary clinical supervisor for trainee and qualified family therapists, ensuring high-quality learning experiences.
4. Establish and facilitate reflective practice groups to enhance systemic thinking within teams.
5. Collaborate with universities and training institutions to support the next generation of systemic psychotherapists.
6. Ensure training and supervision comply with Association for Family Therapy (AFT) and UKCP standards.

RESEARCH, AUDIT, AND DEVELOPMENT:

1. Drive research initiatives that contribute to evidence-based systemic psychotherapy practice.
2. Lead service evaluations and audits to measure the impact and effectiveness of systemic interventions.
3. Publish and present research findings in professional and academic settings.
4. Secure funding and lead projects aimed at developing innovative systemic models of care.
5. Foster a culture of inquiry and research within the team, mentoring junior staff in research activities.
6. Ensure clinical and research governance structures are in place, linking to wider NHS Trust forums.
7. Establish clinical networks across services, ensuring collaboration and shared learning.



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PERSONAL DEVELOPMENT:

1. Engage in regular clinical supervision and peer review processes to maintain professional competence.
2. Ensure ongoing professional development in line with AFT and UKCP CPD requirements.
3. Participate in annual appraisal and personal development planning with senior management.
4. Keep up to date with policy, legal, and professional developments affecting systemic psychotherapy.
5. Actively contribute to the national and regional systemic psychotherapy community through professional networks and forums.

This job description outlines key responsibilities but may evolve to reflect service developments and organisational needs.