**OXPIP Senior Parent-Infant Psychotherapist**

**Job Description**

**Introduction**

Oxford Parent-Infant Project (OXPIP) is a nationally regarded charity providing free parent-infant psychotherapy to support the developing relationship between parents and their forthcoming or new baby.

Our therapists are drawn from a variety of therapeutic backgrounds and have specialist knowledge and understanding of infant mental health and attachment theory. The aim of parent-infant therapy is to work collaboratively and therapeutically with parents experiencing difficulties relating with their baby and to facilitate that relationship. In some cases this will include working with other carers within the family.

Our work requires flexibility, pragmatism and creativity and is informed by psychodynamic/ psychoanalytical thinking. Clients are seen weekly. Both short- and long-term work are offered according to the needs of the parent(s) and baby. Parents may be seen on their own with the baby, but we strongly encourage parents to attend as a couple.

We work from community venues across Oxfordshire to provide easy and accessible services to the families we serve. We also provide services to highly vulnerable families including babies on a Child in Need or Child Protection Plan.

In addition to the clinical work, OXPIP also provides consultation, workshops and training to a wide range of professionals on the importance of early attachment and infant mental health.

**Safeguarding**

OXPIP is fully committed to safeguarding and protecting the welfare of all children and taking all reasonable steps to promote safe practice and protect children from harm, abuse and neglect. OXPIP recognises its duty of care to safeguard children as detailed under the Children Acts’ 1989 and 2004 and Working Together to Safeguard Children 2015. OXPIP acknowledges its duty to act appropriately with regards to any allegations towards anyone working on its behalf, or towards any disclosures or suspicion of abuse. OXPIP supports and adheres to the United Nations Convention on the Rights of A Child (UNCRC).

OXPIP believes that:

* The welfare of all children and young people is paramount. We treat infants as individuals entitled to dignity and respect.
* Every child has the right to equal protection from harm or abuse.
* Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
* Working in partnership with children, their parents, carers and other agencies is essential in promoting young people’s welfare.
* We are all responsible for raising awareness of best practice.
* Safety is the responsibility of all members of OXPIP.

We adopt and apply safer recruitment practices for all staff, trustees and volunteers.

Please refer to OXPIP’s Safeguarding Policies for more details by clicking [here](https://oxpip.org.uk/key-documents).

**Equality and Diversity**

OXPIP is committed to eliminating prejudice and discrimination in all its work, including in recruiting, promoting and developing staff. We are committed to ensuring equal opportunities, fairness of treatment, dignity, work-life balance and the elimination of all forms of discrimination in the workplace for all staff and job applicants. We aim to create a working environment in which all individuals are able to make best use of their skills, free from prejudice, discrimination or harassment, and in which all decisions are based on merit. OXPIP will recruit the person who best matches the requirements of a vacant post.

Please refer to OXPIP’s Employment and Diversity Policy for more details by clicking [here](https://oxpip.org.uk/key-documents).

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**Senior Parent Infant Psychotherapist role description and person specification, Oct 2025**

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| Role Title: | Senior Parent-Infant Psychotherapist |
| Location: | Oxfordshire, with some national work as required |
| Responsible to: | Head of Clinical Services |
| Liaison with: | **Within OXPIP:**   * CEO and Senior Leadership Team * OXPIP Team (clinical and non-clinical) * OXPIP Freelance Clinicians   **Outside OXPIP:**   * Referring Agencies (GPs, Midwives, Health Visitors, Social Workers, Community Mental Health Teams) * Relevant Statutory Organisations * Relevant Voluntary Organisations |
| Main Purpose of the Role: | * Providing specialist parent-infant therapy for parents and babies from conception to 2 years of age. * Providing consultation to health, social care, voluntary sector and early education/childcare professionals regarding bonding and attachment issues. * Proving senior clinical input to the team and support to the Head of Clinical Services in a variety of ways such as provision of clinical supervision, contribution to team learning, and involvement in service development work. |

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| Main Activities: | The role will involve:   1. Direct work with families  * Providing weekly parent-infant therapy sessions to OXPIP Clients and using outcome measures to evaluate the impact. * Maintaining clinical records on OXPIP’s Casework Management System * Attending clinical meetings and other OXPIP meetings as required, ie OXPIP lectures  1. Liaison and consultation with professional colleagues both within and outside of OXPIP 2. Providing senior clinical input  * Having agreed additional areas of senior responsibility as defined by individual job plan (e.g. Referrals Co-ordinator, Project Lead, Meetings Co-ordinator) * Deputising for the Head of Clinical Services from time to time as business needs determine * Representing OXPIP externally for example at meetings and conferences. * Attending Trustee meetings on request * Providing clinical supervision to OXPIP parent-infant psychotherapists * Ensuring safeguarding of children and vulnerable adults and contributing to the OXPIP safeguarding rota * Contributing to team learning events and service development work  1. General  * Promoting OXPIP and the awareness of parent-infant mental health * Ensuring the organisation continually operates within relevant legal requirements, including the Data Protection Act and Health and Safety Regulations * Support for fundraising activities such as attendance at fundraising events, meeting funders, promoting awareness of fundraising events. * Other duties closely aligned with the job purpose |
| Education, Experience and Other Abilities: | * Qualification as a psychotherapist/counsellor/practitioner psychologist or an equivalent therapeutic qualification * Accreditation with UKCP, BCP, BACP, ACP or HCPC or an equivalent professional organisation. * If not trained in a Diploma in Psychodynamic/Psychoanalytic Parent-Infant Psychotherapy, must be willing to train with the OXPIP DipPsychPIPsych. * Knowledge and understanding of infant mental health and attachment theory. * Infant observation training (minimum 1 year). * Experience of own psychodynamic/psychoanalytic personal therapy. * Minimum 3 years’ clinical experience of working with parent-infant relationship * Ability to facilitate a therapeutic group for parents and babies * Experience of training delivery |
| Key features of conditions of employment: | * At least 22.5 hours per week (0.6FTE), including Wednesday mornings * Salary £52, 378 per annum (full-time equivalent for a 37.5 hr/week post) on a pro rata basis. * Annual leave 30 days per annum pro rata + statutory holidays pro rata * Pension, employer contribution 6% * Contracted base of employment will be OXPIP office in Kidlington. Location of clinical services varies across Oxfordshire. * All therapists receive supervision, line management and clinical support regarding their client work. Statutory training is also provided. Further CPD opportunities are also available. |

**Person Specification – Senior Parent-Infant Therapist**

| Requirements | Essential / Desirable | Method of Assessment |
| --- | --- | --- |
| **Qualifications** |  |  |
| Psychotherapy, Psychology or Counselling qualification or a relevant equivalent | Essential | Application |
| Diploma in Psychodynamic/Psychoanalytic Parent-Infant Psychotherapy | Desirable | Application |
| Recognised psychodynamic supervision training or willingness to undertake such training if needed by OXPIP | Essential | Application |
| Accreditation with a professional body | Essential | Application |
| **Experience** |  |  |
| Minimum of five years relevant therapeutic experience post qualification | Desirable | Application/Interview |
| Clinical work in parent-infant mental health field | Essential | Application/Interview |
| Understanding of infant mental health, attachment, and child development | Essential | Application/Interview |
| Infant Observation | Essential | Application/Interview |
| Experience of working with families | Essential | Application/Interview |
| Knowledge, training and understanding of safeguarding children and vulnerable adults | Essential | Application/Interview |
| Working alone in community venues | Desirable | Application/Interview |
| Working in the charity or community sector | Desirable | Application/Interview |
| Knowledge of confidentiality and information governance | Essential | Application/Interview |
| **Skills** |  |  |
| Psychoanalytic/ Psychodynamic Therapy/Counselling | Essential | Application/ Interview |
| Confident ability to provide consultation and training for professionals | Essential | Application/ Interview |
| Efficient clinical recording and time management skills | Essential | Application/Interview |
| Ability to facilitate a therapeutic group for parents and babies | Desirable | Application/Interview |
| Able and willing to use a computer. i.e. Microsoft Office applications (Word/Excel) and email, MS Teams, clinical records management systems | Essential | Application/Interview |
| Good organisational skills and excellent time management skills | Essential | Application/Interview |
| Flexible and able to use own initiative and work autonomously | Essential | Application/Interview |
| Maintain confidentiality and work with discretion and tact | Essential | Application/Interview |
| Warm, friendly and empathetic approach | Essential | Interview |
| Able to engage in respectful debate and discussion, and to employ good conflict resolution skills | Essential | Interview |
| Other | | |
| ACP member or clinical psychologist or psychodynamic/psychoanalytic counsellor | Essential | Application/Interview |
| Full, valid driving licence | Desirable | Application/Interview |
| Can provide own transportation | Desirable | Application/Interview |
| Able to travel to satellite areas around Oxfordshire and to off-site meetings when necessary | Essential | Application/Interview |
| Able to work effectively as part of a team | Essential | Application/Interview |
| Ability to work flexibly, with pragmatism and creativity | Desirable | Application/Interview |
| The capacity to attend occasional evening or weekend commitments on request | Essential | Application/Interview |