



Royal Hospital for Neuro-disability Job Description

Job title:	Music Therapist
Department:	Music Therapy
Salary Grade/Contract:	Band 6 - £40,281-£53,127 per annum (FTE) 1 fixed term contract – 6 months
Hours:	Part Time 3 days per week / 22.5 hours per week (Wednesdays required)
Responsible to:	Professional Lead for Music Therapy
Responsible for:	Volunteers and students as appropriate
Behavioural Framework:	Employee

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.

The Music Therapy team at the RHN delivers both individual and group interventions across the hospital, supporting patients with complex neuro-disability at various stages of rehabilitation and care. Referrals are made based on clinical need, and music therapists contribute to case reviews and multidisciplinary discussions as appropriate. Sessions are goal-oriented, tailored to each patient's needs, and often delivered in collaboration with other disciplines to support integrated, person-centred care.

Main Objectives of the role:

1. Deliver a high-quality, evidence-based Music Therapy service to individuals with acquired and traumatic brain injuries, in line with RHN's values and strategic aims.
2. Manage a defined caseload using specialist assessment and treatment approaches, including Neurologic Music Therapy (NMT) and psychodynamic principles where appropriate.
3. Work collaboratively with the multidisciplinary team and families to support effective, person-centred care.
4. Contribute to the efficient running and development of the Music Therapy service under the guidance of the Professional Lead for Music Therapy, including involvement in audit, evaluation, and research.
5. Provide training and consultation to staff, support the clinical education of students, and help promote the service internally and externally

6. Engage in regular supervision and CPD to maintain professional standards in line with BAMT and HCPC requirements.
7. Communicate complex and sensitive information with empathy and professionalism, adapting to the needs of patients and their support networks.

Key Responsibilities:

1. Clinical Delivery

- Provide high-quality Music Therapy assessments, treatment plans, and interventions for individuals and groups across designated wards, in line with service operational policies.
- Deliver patient-centred, goal-oriented therapy using a range of techniques and flexible models of practice tailored to clinical need.
- Maintain accurate and timely clinical documentation of assessments, interventions, outcomes, and discharges, in accordance with professional standards.

2. Collaboration and Communication

- Work collaboratively with the multidisciplinary team (MDT), contributing to case reviews, care planning, and joint sessions as appropriate.
- Communicate effectively with families and external agencies to provide insight into Music Therapy's role within each patient's rehabilitation or care pathway.
- Participate in team meetings, service development discussions, and clinical supervision as directed by the Professional Lead.

3. Service Organisation and Delivery

- Support the day-to-day running of the Music Therapy service, including assisting with service planning, resource management, and coordination of clinical activities.
- Contribute to team-wide projects and initiatives, as well as service audits and quality improvement processes.
- Adhere to confidentiality policies, safeguarding procedures, and RHN standards of professional conduct.

4. Evidence-Based Practice and Development

- Contribute to the development of evidence-based practice within Music Therapy treatment programmes.
- Participate in audit, research, and evaluation activities to inform service development and demonstrate clinical effectiveness.
- Engage in CPD activities to maintain and develop clinical skills in accordance with BAMT and HCPC requirements.
- Maintain musical and therapeutic skills to an optimal standard to meet the complex needs of the patient population.

5. Education and Advocacy

- Promote the role and benefits of Music Therapy within the RHN and externally through presentations, training sessions, and collaborative work with other disciplines.
- Share specialist knowledge to enhance the understanding and integration of Music Therapy within the wider care team.

6. Student Supervision and Support

- Support the education and supervision of student music therapists in accordance with service capacity and under the guidance of the Professional Lead.

Person Specification:

1. Qualifications and Registration

Essential:

- Recognised postgraduate qualification in Music Therapy.
- Current registration with the Health and Care Professions Council (HCPC) as a Music Therapist.

2. Experience

Essential:

- Experience of working with adults with complex neuro-disabilities, including those with profound cognitive, physical, and communication impairments.
- Demonstrable experience of delivering individual and group music therapy interventions in a clinical setting.
- Experience of working within multidisciplinary teams and contributing to patient-centred care planning.

Desirable:

- Experience of facilitating joint sessions or collaborative work with other allied health professionals or clinical disciplines.
- Experience of delivering training or workshops to multidisciplinary colleagues or stakeholders.
- Previous experience of supporting or supervising music therapy students on placement.

3. Knowledge and Skills

Essential:

- Highly developed musical skills, with proficient use of at least one instrument and voice in a therapeutic context.
- Knowledge of a range of music therapy approaches and the ability to apply them flexibly to meet individual patient needs.
- Ability to conduct comprehensive clinical assessments and formulate appropriate treatment goals.
- Excellent verbal and written communication skills, including the ability to document clinical work clearly and in line with professional and organisational standards.

- Strong interpersonal skills and the ability to build therapeutic rapport with patients, families, and colleagues.
- Awareness of current clinical guidelines, research, and developments within music therapy and neuro-rehabilitation.
- Proficient in the use of IT systems relevant to clinical documentation and communication.

Desirable:

- Awareness of and/or training in Neurologic Music Therapy (NMT).
- Knowledge of music therapy outcome measures and their application in clinical practice.
- Familiarity with MATADOC assessment and its use within complex neuro-disability settings.
- Understanding of audit, service evaluation, or research processes within a healthcare environment.
- Awareness of the application of music technology in clinical settings.

4. Personal Qualities

Essential:

- Flexible, creative, and responsive in approach, with the ability to adapt practice to meet complex and changing clinical needs.
- Highly motivated, with a positive and proactive attitude towards patient care and service development.
- Demonstrates emotional resilience and the ability to work in challenging environments.
- Commitment to ongoing professional development and engagement in clinical supervision.

Desirable:

- Evidence of reflective practice and engagement in continuing professional development activities relevant to neuro-rehabilitation or music therapy.

Our values:

Seeing the whole person

Understanding who our patients and residents are and what their specific needs involve. Taking an interest in everyone at the RHN – staff, patients, residents and their families – seeing the whole person, with interests, hobbies and commitments. Providing high quality customer service, developing ongoing relationships and caring for patients as individuals.

Treating 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.

Delivery on promises

Doing what we say we will do. Working together to deliver the best possible service for patients, carers and key stakeholders. Taking personal responsibility, being pioneering and sharing knowledge, ensuring clarity, compassion and respect.

Willingness to learn

Giving staff and volunteers the time, support and opportunities to develop both themselves and their roles. Developing new skills, knowledge and technologies, and taking the time to reflect on successes and setbacks.

Demonstrating a commitment to continuous professional and personal development and a flexible approach to working. Being aware of what is over the horizon, anticipating opportunities and having the vision to look forward. Accepting the need for change and developing a culture of continuous learning and improvement.

Honesty and integrity

Acting as a role model and setting an example that motivates and inspires others. Providing a clear direction that recognises and utilises the strengths of our people. Working with a positive attitude, being friendly, open and honest in interactions with others. When mistakes happen, talking honestly and openly about them, to make sure that they don't happen again.

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

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

Signed:

Date: