



PATRICK TOMLINSON

CV/RESUMÉ



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PROFILE

Services are offered in the following areas:

- Development of therapeutic models for children and young people in residential and foster care, and education. Including the development of assessment and planning models; in-house training; research-informed and outcomes-based approaches.
- Mentoring/Consultancy/Clinical Supervision - for CEOs/Directors/Managers/Therapists/Social Care Workers, etc. Business Development Mentoring – For business owners and directors
- Character Assessment & Selection Tool (CAST) for Staff Selection and Development in any industry/profession.
- Non-Executive Director to support Business Development

Vastly experienced and accomplished development specialist to professionals and organizations providing services for children, young people, and their families. Available internationally via email, Zoom, Skype, etc. For significant projects, on-site visits can be arranged.

Patrick's experience spans from 1985. Began as a residential care worker and progressed to team leader, senior manager, Director, CEO, Non-Executive Director, consultant, and mentor. He is the author/co-author/editor of numerous papers and books. Since 2008 Patrick has provided services to clients in Australia, Japan, the UK, Ireland, and Portugal, among others. He has helped develop therapeutic models that have gained national and international recognition.

With experience at all organisational levels, Patrick is well-placed to work with organizations on their development. He supports leaders in creating an inspiring vision and in its development and successful implementation. Understanding the whole system is a crucial part of this.

“He thinks things through very carefully and in-depth. He has the capacity to plan for a large multi-product multi-national company. His operational plans will meet the strategic objectives and will be capable of successful implementation. Patrick's plans will reflect his capacity to think conceptually, logically, flexibly, and strategically. Patrick has a very strong task orientation, which enables him to get things done and an equally well-developed social orientation.” (Psychological Assessment of Senior Managers for Career Strategy and Development, Selection, and Management Development, Olya Khaleelee and Ralph Woolf, Pintab Associates)

POSITIONS AND ACHIEVEMENTS

Patrick Tomlinson Associates (www.patricktomlinson.com)

Director, Professional and Organization Development Specialist - June 2008 – Present

Enabling development for professionals and organizations who provide services to vulnerable children and young people, with specific expertise in therapeutic models.

- Work with organizations in Australia, the UK, Ireland, Japan, and Portugal on the development of therapeutic models for foster and residential care. Models have achieved widespread recognition. Strategic development work with organizations.
- Provided mentoring, consultancy, and clinical supervision to a range of senior executives and professionals in numerous countries. Excellent results are achieved by mentees.
- Personal Development Assessment for Staff Selection and Development – provided to organizations and individuals in the UK, India, Portugal, and Australia.
- **Therapeutic Model Development Consultant** – Sept 2018 – ongoing. Co-created a therapeutic model of intervention with Lar de Nossa Sr.^a do Livramento (residential care service), Porto, Portugal.
- **2021-Present Non-Executive Director**, Attuned Programmes Ireland, <https://attunedprogrammesireland.ie/>
- **2022-Present Non-Executive Director**, Behaviour Detectives Ireland, <https://www.behaviourdetectives.ie>

- 2020-2022 Therapeutic Governance Lead Consultant, Talbot Group Children's Services, Ireland
- Presently carrying out Therapeutic Model Development work with organizations in the UK, Australia, Portugal, and Ireland.

Interim CEO of Three Steps, Ireland – Feb 2016 – Dec 2017. Three Steps provides a specialist residential service for children and young people who have complex needs. Successfully led the organization through a tumultuous change of ownership and leadership towards a position of stable and high-quality service.

- **2012** – Publication of co-authored book and model with the Lighthouse Foundation in Melbourne, Australia. The book has since been translated into Japanese. The model outlined in the book has been defined in detail in the Lighthouse Therapeutic Family Model of Care. It has been reviewed as 'the most clearly articulated model of Therapeutic Residential Care' in Australia.
- **July 2012 – Dec 2015** – International Practice Development Specialist – Lighthouse Institute (Melbourne, Australia). To support the expansion of the Lighthouse Model in Australia and internationally.
- **May 2012 – present** – Owner of LinkedIn Professional Group, Therapeutic Residential and Foster Care for Traumatized Children.
- **2013 – present** – Full member and Chief Officer of APPCIOS, an English Charity promoting mental health in organizations. Chaired the APPCIOS professional development committee and led the creation of the online webinar programme.
- **March 2014 – 2018** – Advisor and Series Editor for, Right from the Start, an English Charity promoting positive parenting through the publication of resources.

SACCS - Jan 2002 – Aug 2008

SACCS was a UK national organization providing residential care and treatment for traumatized children and young people.

Positions: Director responsible for Operations; Strategic Development; Practice Development

With Directors and CEO, I was responsible for running the organization (over 200 staff).

Achievements in this Post:

- Led the development of the SACCS Recovery Program – an integrated treatment program for traumatized children, based on the achievement of 24 outcomes.
- Responsible for the successful operation of 13 children's homes and had a lead role in the creation of a new regional residential service.
- Led the development of a children's assessment and planning format, which achieved national recognition.
- Led the development of an in-house training program for 150 staff, enabling University accredited qualifications from NVQ3, Foundation, BA, and MA Degrees.
- Lead role in the creation of a new foster care service.
- Series Editor of five books on therapy, life story work, therapeutic parenting, foster care, and assessment - published by Jessica Kingsley (2004 – 2008, www.jkp.com)

Young Options - Regional Director and Head of Therapy - June 2000 – Jan 2002

Young Options is a UK national organization providing residential care and education programs, for children who have emotional and behavioural difficulties, autism, and Asperger's syndrome.

Achievements in this Post:

- Created and established a new specialist residential program connected to a school for Autistic and Asperger's Syndrome children.
- Project lead to the development of a new service, including 2 new homes and a school for children with emotional and behavioural difficulties.
- Designed and implemented a staff support system, including supervision & training for 60 staff.

The Cotswold Community - Nov 1985 - May 2000

The Cotswold Community was an internationally renowned residential therapeutic community and school providing long-term care, education, and treatment for traumatized boys.

Assistant Principal, Staff Training and Development - 1994 - 2000

Achievements in this post:

- As part of the Senior Management Team led the Community through six years of high placement occupancy, low staff turnover, financial efficiency, and positive outcomes for children.
- Developed the in-house training program, gaining accreditation up to the master's level.
- Re-organized staff selection and development - within two years, staff turnover improved by 60% and was maintained for the next four years.

Home Manager, Residential Social Worker (Carer and Therapist) - 1985 – 1994

Qualifications, Training and Memberships

- MA Therapeutic Child Care (CCETSW Approved). Reading University (1996)
- Postgraduate Certificate in Strategic Social Care Leadership. Birmingham University (2007)
- Certificate of Professional Development (Merit), Social Care Institute of Excellence (2007)
- Full member of APPCIOS eligible for registration with the British Psychoanalytic Council and the Professional Standards Authority (UK), as a Psychodynamic Organisational Therapist (2013)
- Fellow – Centre for Social Policy (UK) <http://centreforsocialpolicy.org>
- Managerial Assessment of Proficiency program – Advanced Award. Shropshire Chamber of Commerce (2004)
- Staff Selection and Development Training - In-Depth Psychodynamic Interviewing techniques and Psychometric exercises - the Defence Mechanism Test. (1996-2000 – Pintab Associates)
- B.Sc. (Hon), Social Administration. Loughborough University (1984)

Publications

- *Therapeutic Residential Care for Children and Young People: An Attachment and Trauma-informed Model for Practice*, Barton, S., Gonzalez, R. and Tomlinson, P. (2012, Book published by Jessica Kingsley. Also, translated into Japanese, 2013)
- Two Chapters in, *Acolhimento Residencial de Crianças e Jovens em Perigo: Conceitos, Prática e Intervenção* (2021) [Acolhimento Residencial de Crianças e Jovens em Perigo - Ciências Sociais & Ciências Forenses - Serviço Social - PACTOR](#)
- *A Child's Journey to Recovery: Assessment and Planning in Work with Traumatized Children*, Tomlinson, P. And Philpot, T, (2007, Book published by Jessica Kingsley)
- *Therapeutic Approaches in Work with Traumatized Children and Young People – Theory and Practice* (2004, Book published by Jessica Kingsley)
- *Delivering Recovery for Traumatized Children* (Series Editor) – five book series covering: Life Story Work; Therapy; Therapeutic Parenting; Fostering; Assessment and Planning (2004-08, Jessica Kingsley Publishers)
- *Sound Sleep: Calming and Helping your Baby or Child to Sleep*, Woodhouse, S. (Tomlinson, P., Series Editor, 2015)
- Emma Blakemore, Sir Martin Narey, Patrick Tomlinson, & John Whitwell (2022): What is Institutionalising for 'Looked After' Children and Young People?, in, *Journal of Social Work Practice*
- Numerous other papers were published in the *Therapeutic Communities Journal*, *The Journal of Social Work Practice* and other Journals in England, Japan, Romania, and India.

Conferences, Training and Workshops - Speaker and Keynote Speaker at national and international conferences. 2012-2022 – speaking and training events in Japan, Australia, India, Scotland, and Portugal.