

Job Description

Job Title: Senior Therapist
Reports to: Service Manager
Location: Home based with UK wide remit

Purpose

We recognise that access to good employment is critically dependent on what happens in people's formative years and the opportunities they then have. To address this, we provide a broadened framework of complementary services of which Health and Well Being (H&WB) is a key component, alongside Education and Skills, Children and Young People's Services and Employability.

Job Description

The Senior Therapist will be responsible for overseeing the operational aspects of the counselling service. This includes overseeing the service at an operational level, working alongside the service manager to assist with the continuing development and implementation of the service, recruitment and management of a team of counsellors/Therapists.

Other responsibilities in this role include management and clinical supervision of staff including supporting with participant risk and safeguarding issues. The role will also include carrying a small caseload, dependent on workload.

The key aspects of this role are to manage the counselling service in, ensuring all contract targets are met and this will involve attention to detail and organisational skills. As well as ensuring the successful and smooth running of the service for staff and participants, providing clinical input and guidance as needed.

Duties

- To work as part of the counselling management team in the day to day management and coordination of all aspects of the department.
- To be manage a small case load of participants.
- Responsible for the staff adherence to policy and procedures.
- To provide clinical supervision to counsellors/therapists.
- Responsible for devising training and development programmes.
- Responsible for providing advice, instruction or training as required.
- To work in partnership with a wide range of partners, key stakeholders and communities.
- To liaise with staff and Service Manager to achieve all outcomes and targets.
- Ensure that organisational policies and procedures are adhered to.

- Carry out any other reasonable tasks as requested by relevant manager.

<p align="center">Person Specification</p> <p align="center">Job Title: Senior Counsellor</p> <p align="center">(E=Essential D=Desirable)</p>
<p>SKILLS AND CORE COMPETENCIES</p>
<p>Technical competency (qualifications and training)</p> <p>Essential:</p> <ul style="list-style-type: none"> • Qualified counsellor/therapist/psychotherapist minimum at Level 5. (E) • Recognised CBT qualification and integrated person-centred skills. (E) • Post qualification 450 clinical hours. (E) • Intermediate IT skills. (E) • Membership/accreditation of a professional body, preferably BACP, BABCP, UKCP or BPC. (E) • Qualified and experienced clinical supervisor able to provide group supervision. (E) <p>Desirable:</p> <ul style="list-style-type: none"> • Management qualification and experience. (D) • Safeguarding qualification. (D)
<p>Experience</p> <ul style="list-style-type: none"> • Good knowledge of emotional wellbeing, common mental health problems and how they present. (E) • Good knowledge of self help techniques related to mental health. (E) • good knowledge of IAPT, stepped care model and referral pathways in local mental health services. (E) • A commitment to providing effective high quality services. (E) • A desire to develop services and take on new challenges . (E) • A willingness to develop and maintain positive working relationships. (E) • A commitment to achieving targets and developing staff. (E)

Skills and Attributes

- Substantive and proven ability to facilitate 1-2-1 therapeutic work with clients. (E)
- Ability to problem solve, assess risk and safeguarding issues. (E)
- Good verbal and written communication. (E)
- Ability to manage others and lead a team with proven negotiation and influencing skills. (E)
- Ability to manage and respond to change and uncertainty. (E)
- Ability to monitor performance and achieve targets. To work with partners, stakeholder and other agencies. (D)
- Ability to manage professional boundaries and to undertake any other reasonable tasks required. (E)
- Emotional resilience and ability to manage own wellbeing. (E)

Personal qualities, communicating and relating to others

- Enthusiasm, passion and dedication for wellbeing (E)
- The ability to promote high levels of professionalism and lead by example (E)
- Flexible and able to respond to the ever changing needs of the business (E)
- Resilient in approach and reliable (E)
- Outstanding personal impact, drive, enthusiasm and presence (E)
- Self-starter and able to work with minimum supervision (E)
- Positive, forward thinking and able to inspire staff within Shaw Trust (E)
- Consistent and optimistic attitude (E)

Safeguarding

- Be able to display an awareness, understanding and commitment to the protection and safeguarding of young people and vulnerable adults. (E)
- This post requires a Disclosure and Barring Service Check (E)

Other

- Have an understanding of and be able to demonstrate a commitment to Equal Opportunities and Diversity. (E)

Other

1. To undertake any further training as identified in the Shaw Trust review procedures.
2. To undertake any further training as identified
3. Ensure that safe working practices are followed in respect of COSHH and other Risk Assessment control measures.
4. Employees must comply with the provisions of 'The Health and Safety at Work Act 1974' and must take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts of omissions whilst at work. Employees are also required to co-operate with their employer to enable them to perform or comply with any statutory provisions. The Trust's efforts to

promote a safe and healthy working environment can only succeed with the full co-operation of its employees.

5. To understand, comply with and promote Shaw Trust's safeguarding policy and procedures. It is the responsibility of all employees to make the working environment safe and secure for all. Everyone must adhere to the 5 Rs in relation to possible abuse: Recognition, Response, Reporting, Recording and Referral. The Trust can only ensure its dedication to the protection of vulnerable people with the full cooperation of its employees.
6. The Trust has a Diversity and Inclusion Policy and it is the responsibility of all staff to comply with this. The key responsibilities for staff under this Policy are set out in the Trust Code of Conduct.
7. To maintain the confidentiality about clients, staff and other Trust business. The work is of a confidential nature and information gained must not be communicated to other persons except in the recognised course of duty. The post holder must meet the requirements of the Data Protection Act at all times.
8. To maintain awareness of risk and to take personal responsibility for ensuring that the Trust is not unnecessarily exposed to risk. To report any issues or concerns relating to risk and the effectiveness of the Trust's risk management arrangements.
9. Be aware of, promote and implement Shaw Trust's Risk, Quality and Information Security Management Systems.
10. To report to line manager, or other appropriate person, in the event of awareness of bad practice.
11. Recycle and manage energy within your environment in line with Shaw Trust's Strategic aim to adopt green approaches and become carbon neutral.

This job description is intended to provide a broad outline of the main duties and responsibilities only. The post holder will need to be flexible in developing the role in conjunction with the line manager. The post holder may be asked to carry out any other delegated duty or task that is in line with their post.