

Adult Therapist – Job Description

(Starting as an Associate Therapist (contracted role), with a view to moving to Employed Therapist from 1st April 2023)

The Role:

As an Adult Therapist, you will be part of an award-winning, innovative team, that brings together a creative and dynamic way of working to create a quality service for our clients.

This role involves working with recent and past trauma, specifically but not limited to sexual, domestic and relational trauma which the client will have experienced recently, historically and / or vicariously.

It is based in Essex (client work) and Hertfordshire (headquarters).

This role will require working remotely, face to face and mobile in Essex (based in our satellites – not working in client’s homes) and some availability out of school hours / evenings / Saturday AM.

Benefits (Associate Therapist):

- £25 per client attended session
- 2 x 30mins case management supervision per month, at £20 per month – you will bear responsibility for your clinical supervision.
- Invited to monthly CPD and team meetings (unpaid)
- Opportunity to work with individuals, groups and families
- Opportunities around training (incl. trauma, sexual and domestic violence) & working with other professionals

Benefits (Employed Therapist):

- Salary: £16,000 (20 hours per week & working hours must include at least two late shifts per week)
- 20 days holiday pay pro rata, bank holidays and Christmas to New Year (business closed)
- AXA Health and Nest pension scheme
- Ongoing monthly individual clinical supervision
- Ongoing monthly CPD
- Regular case management supervision and team meetings held on Tuesday mornings
- Multi-disciplinary trauma recovery service covering Herts, Beds, Cambridgeshire & Essex
- Working collaboratively with other professionals as part of a team
- Short term and long-term therapeutic work
- Opportunity to work with individuals, groups and families
- Opportunities around training (incl. trauma, sexual and domestic violence) & working with other professionals
- Potential opportunities to project lead and evolve our service offering

Values, Behaviours & Competencies:

- Commitment and concern for women, men, children and young people’s experiences of sexual, domestic and relational trauma
- Commitment and ability to regular attendance at supervision, support sessions and clinical meetings

- Commitment to attendance at one group supervision session fortnightly
- Commitment to provide required accurate clinical and monitoring data in a timely manner
- Commitment to adhere and contribute to TRCIC's Equal Opportunities Policy
- Commitment to monitoring, feedback and evaluation processes
- Adherence to TRCIC's confidentiality and counselling policy
- Skills, knowledge and / or experience that support our objective of engaging with individuals from diverse communities

Key Responsibilities:

- To provide short or longer-term counselling to clients (subject to clinical need)
- To ensure that equality and anti-discriminatory practice is modelled in the therapeutic work
- To work from a gender responsive, trauma focused feminist framework
- To provide individualised therapeutic work from a strengths-based perspective
- To provide a holistic therapeutic response
- To be able to work with the unique needs that clients bring
- To offer therapeutic opportunities that elicit empowerment and personal growth
- To be able to work and adhere to professionally agreed guidelines such as NCS/BACP / UKCP
- To be aware of, and comply with TRCIC's policies, procedures and service standards
- To comply with TRCIC's ethos and clinical model
- To provide TRCIC a minimum notice at least 8 weeks if leaving the service
- To provide TRCIC a minimum notice of 4 weeks for holidays or any planned breaks
- To participate and assist with all research, feedback and evaluation projects by accurate data completion.
- To undertake regular supervision
- To attend and contribute to team clinical meetings (a maximum of 9 a year)
- To maintain adequate records of clinical work and provide appropriate statistical returns as required
- To maintain training and continue professional development
- To attend all TRCIC mandatory training events and maintain a training portfolio of continuous professional development attendance

Key Relationships:

- Group clinical supervision
- Liaison with the Admin team
- Liaison with Clinical Supervisors, Senior Counsellors, Clinical Manager & Line Manager

Adult Therapist – Person Specification

Essential:

- Qualified to level 4 standard
- Experience of working with client group
- Experience in working with sexual, domestic and relational trauma
- Professional registration with NCS/BACP/UKCP or equivalent
- An understanding of the psychological effects of trauma
- Ability to engage clients with different cultural needs and to deliver counselling that is culturally sensitive
- An understanding of emotional and practical issues which may arise in relation to survivors of trauma
- Ability to develop good therapeutic relationships
- Awareness of the needs of clients from a range of cultures, backgrounds, sexual orientations, disability and religious beliefs

Desirable:

- Experience of both short and long term counselling
- Experience of group counselling
- Ability to manage the demands of working in a satellite venue
- Willingness to work in different venues across Hertfordshire and Essex

To apply for the role, please send a Cover Letter (1000 words MAX) and CV to the team at hello@trcic.co.uk or complete an application form available on our website <https://www.trcic.org/>.

When completing your application please ensure you address the outlined specification and demonstrate how you meet the criteria by providing relevant examples.

We welcome and encourage applications from people of all backgrounds.

Please Note:

Please note that all applications received after the closing date will be automatically rejected as standard practice and without exception, in the interests of fair process.

The Counsellor Task Description and Personal Qualities Specification do not constitute a contract but form part of a working agreement; subject to agreed variation.

Successful Applicants will be required to complete an Enhanced DBS check and provide satisfactory references.