**Job Description**

**Job title:** Therapeutic Practitioner

**Reports to:** Head of Services

**Based at:** Head Office, Marsh Street, Hanley and the Dudson Centre, Hanley

**Hours of work:** 16 hours per week, to include one evening

**Salary:**  £24,863-£30,041 gross per annum, dependent on experience and pro rata’d

 to £10,080-£12,991 gross per annum

**Job Summary**

The post holder will work on the Stay Well Team, within the Hanley service and outreach venues, providing a combination of therapeutic interventions, signposting and guidance (face to face, online and by phone) for young people, care givers and professionals.

The post holder will work in the service for the contracted hours agreed per week, to include a minimum of one late evening per week.

The post holder will work with people with different cultural backgrounds and ages (5–8) and should be committed to equal opportunities.

**Main Duties & Responsibilities**

* Formulate, implement and evaluate therapy programmes drawing on a range of theoretical and therapeutic models.
* Use highly developed communication skills in working with young people and caregivers to understand their personal and often very sensitive difficulties and develop a range of treatment interventions.
* Exercise autonomous professional responsibility for the assessment, risk management and therapy of clients in line with the service.
* Educate and involve family members and others in therapy as necessary, with sensitivity in easily understood language.
* Can build a safe and trusting relationship with limited information and time in a potential one-off contact.
* Hold a caseload of 12 clients.
* Deliver sessions face to face, by telephone and Zoom.
* Complete all requirements relating to data collection within the service.
* Keep coherent records of all therapeutic activity in line with service protocols.
* Liaise with other professionals from a range of agencies in the care provided to clients.
* Attend any meetings relevant to the post.
* Willing to be involved in delivering information/promotion events.
* To demonstrate that you are working in accordance with the BACP Ethical Framework for the Counselling Professions at all times. This document can be found on bacp.co.uk in the ‘Events and Resources’ section.

**Training & Supervision**

* Receive own supervision of client work.
* Be committed to ongoing personal and professional development.
* Undertake relevant training, in particular Safeguarding & Child Protection.
* Support other team members in provision of a quality service.

**Professional Discipline**

* Abide by North Staffs Mind policies and procedures, particularly in relation to safeguarding and Child Protection.
* Ensure the maintenance of standards of practice according to North Staffs Mind and any regulating, professional and accrediting bodies (e.g. UKCP, BACP) and keep up to date on new recommendations/guidelines.
* Ensure that client confidentiality is maintained.
* Ensure clear professional objectives are identified, discussed and reviewed with line manager on a regular basis as part of continuing professional development (CPD).
* Attend supervision on a monthly basis in line with North Staff Mind's policy.
* Participate in individual performance review and respond to agreed objectives.
* Attend relevant conferences/workshops in line with identified professional objectives.
* Participate in service improvement by highlighting issues and implementing changes in practice

**General**

* Contribute to the development of best practice within the service.
* All employees have a duty and responsibility for their own health and safety and the health and safety of colleagues, clients and the general public.
* All employees have a responsibility and a legal obligation to ensure that information processed for both clients and staff is kept accurate, confidential, secure and in line with North Staffs Mind’s Data Protection and Confidentiality Policies.
* It is the responsibility of all staff that they do not abuse their position for personal gain, to seek advantage or further private business or other interests in the course of their official duties.

This Job Description does not provide an exhaustive list of duties and may be reviewed in conjunction with the post holder in light of service development and transformation.

**Terms and conditions**

* You will be reimbursed for out-of-pocket expenses that are authorised in accordance with North Staffs Mind’s procedures.
* You will receive 5 weeks (pro rata’d) paid holiday per year.
* North Staffs Mind offers a workplace pension scheme of 5%.

**Person Specification**

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| **Skills & Qualifications** | **Essential / Desirable** | **Demonstrated by / at** |
| **Qualifications** Diploma in Counselling QualificationSolution Focused Certificate or Equivalent BACP Accredited or equivalentEvidence of CPD/Training relevant to working with CYP | EssentialDesirableDesirableEssential | ApplicationApplicationApplication Application & Interview |
| **Skills & Competencies**Good organisational and administrative skillsExcellent Interpersonal SkillsExperience of working with clients by phone and videoComputer LiterateWell-developed skills in the ability to communicate effectively sensitive information to clients, their families, carers and other professionals – both orally and in writing.Able to develop good therapeutic relationships with clients and care giversAble to show initiative to manage own workloadProblem solving abilities and a creative approach to work | EssentialEssentialEssentialEssentialEssentialEssentialEssentialDesirable | ApplicationApplication & InterviewApplication & InterviewApplication & InterviewInterviewApplication & InterviewApplication & InterviewInterview |
| **Knowledge**Demonstrate an understanding of the mental health issues in young peopleDemonstrate an understanding of the need to use evidence based, measured outcomes and how it relates to this postKnowledge of safeguarding and child protection issues and other relevant legislation  | EssentialDesirableEssential | Application & InterviewInterviewInterview |
| **Experience**Ability to meet agreed/specified service targetsAbility to write clear reports and other documentation as required in relation to the postExperience with routine outcome monitoring Experience of working with a wide range of ages (5 – 18)Experience of one-off contact therapeutic interventions  | EssentialEssentialDesirableEssentialDesirable | InterviewApplicationApplicationApplication & InterviewInterview |
| **Personal Qualities**A genuine interest and liking for young peopleFlexible attitude to workHigh level of enthusiasm and motivationAbility to work within a team and foster good working relationshipsAbility to work under pressureRegard for others and respect for individual rights of autonomy and confidentialityAbility to be self-reflective whilst working with clients in own personal and professional development and in supervision | EssentialEssentialEssentialEssentialEssentialEssentialEssential | Application & InterviewInterviewInterviewInterviewInterviewInterviewInterview |
| **Other Requirements** Car driver and / or ability and willingness to travel to locations throughout the organisation   | Essential | Application |