**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 Qualification  Solution Focused Certificate or Equivalent  BACP Accredited or equivalent  Evidence of CPD/Training relevant to working with CYP | Essential  Desirable  Desirable  Essential | Application  Application  Application  Application & Interview |
| **Skills & Competencies**  Good organisational and administrative skills  Excellent Interpersonal Skills  Experience of working with clients by phone and video  Computer Literate  Well-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 givers  Able to show initiative to manage own workload  Problem solving abilities and a creative approach to work | Essential  Essential  Essential  Essential  Essential  Essential  Essential  Desirable | Application  Application & Interview  Application & Interview  Application & Interview  Interview  Application & Interview  Application & Interview  Interview |
| **Knowledge**  Demonstrate an understanding of the mental health issues in young people  Demonstrate an understanding of the need to use evidence based, measured outcomes and how it relates to this post  Knowledge of safeguarding and child protection issues and other relevant legislation | Essential  Desirable  Essential | Application & Interview  Interview  Interview |
| **Experience**  Ability to meet agreed/specified service targets  Ability to write clear reports and other documentation as required in relation to the post  Experience with routine outcome monitoring  Experience of working with a wide range of ages (5 – 18)  Experience of one-off contact therapeutic interventions | Essential  Essential  Desirable  Essential  Desirable | Interview  Application  Application  Application & Interview  Interview |
| **Personal Qualities**  A genuine interest and liking for young people  Flexible attitude to work  High level of enthusiasm and motivation  Ability to work within a team and foster good working relationships  Ability to work under pressure  Regard for others and respect for individual rights of autonomy and confidentiality  Ability to be self-reflective whilst working with clients in own personal and professional development and in supervision | Essential  Essential  Essential  Essential  Essential  Essential  Essential | Application & Interview  Interview  Interview  Interview  Interview  Interview  Interview |
| **Other Requirements**  Car driver and / or ability and willingness to travel to locations throughout the organisation | Essential | Application |