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| **Job Title** | **Clinical Lead (2 posts)** |
| **Hours (per week)** | **18 hours (each post)** |
| **Location** | **Hastings** |
| **Salary** | **£30,451 (pro rata) NJC point 26**  |
| **Responsible to**  | **CEO** |

Counselling Plus is a charity which offers confidential counselling to people aged 16+, in Hastings & Rother. Our main aim is to provide a service for those on low income or living on benefits but we also offer funded sessions for those affected by suicide, sexual abuse and trauma etc. The counselling is delivered by (predominantly) volunteer counsellors and we have an increasing demand for our services and increasing levels of complexity. The service was established in 1992.

**Job Description**

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| Provide high quality clinical supervision to groups of 4 counsellors – both students and qualified, highly-experienced practitioners. |
| Conduct clinical assessments of clients referred to the service. |
| Establish positive and proactive relationships with all supervisees, manager and admin team and Trustees. |
| Nurture skills and talent to enable supervisees to grow and develop appropriately. |
| Challenge supervisees appropriately to enable them to grow and develop. |
| Engage in regular communication with CEO to ensure best delivery of service and allocation of clients to funded projects. |
| Attend team meetings to ensure understanding of holistic needs of service. |
| Attend regular meetings with CEO to ensure full understanding of changes to the service. |
| Attend CPD workshops to ensure understanding of changes within the sector and demonstrate the assimilation of this learning into practice. |
| Provide clear case management alongside clinical input. |
| Ensure full understanding and implementation of safeguarding policies and procedures in respect of safeguarding and service provision. |
| Ensure all safeguarding issues are managed following CPC policy, including accurate documentation. |
| Provide honest and constructive feedback and put in place strategies to address clinical performance improvements where necessary and make manager aware of plans. |
| Reflect with supervisees on how to work with all aspects of difference in the therapy room –culturally, sexually, religious beliefs etc. |
| Provide honest, effective and productive information relating to appraisals of supervisees to the manager. |
| Provide honest, effective and productive information relating to student’s college requests. |
| Liaise effectively and regularly with co-Clinical Lead |

**Person Specification**

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| Holds a Clinical Supervision qualification – preferably Integrative Humanistic but with full working understanding of all modalities. |
| Has extensive experience of providing clinical supervision to both qualified and student counsellors. |
| Holds a current membership of relevant governing body. |
| Has extensive experience as a practising therapist working with complex and diverse cases. |
| Has extensive experience relating to suicidal clients. |
| Has extensive experience relating to clients affected by domestic, sexual and childhood abuse. |
| Has a full understanding of Pre-Trial Therapy procedures. |
| Has experience of working with counsellors from different backgrounds and theoretical models. |
| Has experience in working with safeguarding disclosures and referrals.  |
| Has an understanding of issues faced by clients working with multi-agencies. |
| Has a sound understand of equal opportunities and working with diversity. |
| Has a commitment to attend CPD and is able to demonstrate how this learning has been assimilated into their practice. |
| Ensures that clinical supervision focuses on clinical delivery alongside the managerial constraints of the service. |
| Demonstrates an ability to recognise and manage all safeguarding concerns. |
| Must be flexible to meet the needs of the service. |
| Projects a positive image of CPC in order to achieve high outcomes. |

Counselling Plus Community strives to be an Equal Opportunities employer (within the limitations of the building) and we recruit on ability without regard to race, age, religion, physical or mental history etc

This post requires an Enhanced DBS check (Disclosure and Barring Service - previously CRB).

This job description is subject to amendment without changing the level of responsibility.