



Job Title	Clinical Supervisor & Assessor
Hours (per week)	10 hours (Mon & Wed)
Location	Hastings
Salary	£36,124 (pro rata) NJC point 26
Responsible to	Clinical Manager and CEO

Counselling Plus is a charity offering 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 both employed and volunteer counsellors and we have a high demand for our services with increasing levels of complex cases. The service was established in 1992.

Main Duties

Provide high quality clinical supervision to groups of (up to) 3 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, supervisors, managers and admin team.
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 managers 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 CPD workshops to keep own practice up to date.
Ensure understanding of changes within the sector are brought to the attention of management and then disseminated to entire service.
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 managers 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.

Person Specification

Holds a Clinical Supervision qualification.
Holds a current membership of relevant governing body.
Has extensive experience as a practising therapist working with complex cases.
Demonstrates extensive experience relating to suicidal clients.
Has extensive experience relating to clients affected by domestic, sexual and childhood abuse.
Demonstrates a full understanding of Pre-Trial Therapy procedures.
Shows experience of working with counsellors from different backgrounds and theoretical models.
Demonstrates an ability to recognise and manage all safeguarding disclosures and referrals.
Shows an understanding of issues faced by clients working with multi-agencies.
Demonstrates a sound understand of equal opportunities and working with diversity.
Shows a commitment to attend CPD and is able to demonstrate how this learning has been assimilated into their practice and can be used to extend knowledge of others.
Ensures that clinical supervision focuses on clinical delivery alongside the managerial constraints of the service.
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.