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**Job Title: Counsellor & Mental Health Practitioner**

**Key Terms and Conditions**

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| Salary | £25,481 – £27,741 per annum pro rata  |
| Hours | Full time  |
| Duration | Permanent  |
| Responsible to | Senior Mental Health Practitioner  |
| Locations | At Centre 33 or Ormiston Families & other locations across Cambridgeshire and Peterborough  |

**Purpose of Your Role**

This role is part of a new local Partnership to bring together mental and emotional health services for children and young people in Cambridgeshire and Peterborough. This role will work for Ormiston Families or Centre 33 and work closely with other partners including Cambridgeshire & Peterborough NHS Foundation Trust (CPFT) and Cambridgeshire Community Services.

This role will deliver excellent, safe, impactful and responsive mental health and counselling support to children, young people or their parents/carers. You will undertake trusted assessments of client’s needs and levels of risk. This role will work as part of the team providing assessments and short-term therapeutic interventions to children, young people or their parents/carers, this will include groups and 1-1 support.

You will provide mental health support directly to children, young people or their parent/carers and may oversee and support volunteer counsellors to do so. This role will involve supporting children young people and/or their parent/carers in a range of settings in the community, via telephone or remote provision.

By listening to local children, young people, families and local partners and sharing your findings with your service team, you will support Centre 33 and Ormiston Families to embed and develop a more impactful services as this work develops.

Your role will work to Centre 33’s and Ormiston Families values including of being inclusive and specialist; supportive, compassionate and non-judgemental; and collaborative, effective and accountable

**Principle Duties**

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| **Service Delivery*** Deliver and evaluate therapeutic intervention packages through group or individual work with a defined case-load of children, young people or their parent/cares, as appropriate.
* Undertake trusted assessments of client’s needs and levels of risk, where necessary, referrals of clients are made to other professional and effective agencies.
* Manage complex and varied one to one and group workload, prioritising and remaining outcome focused.
* Provide advice, guidance and signposting to children, young people, parents and caregivers and professionals.
* Assess risk and manage through appropriate safety planning. Ensuring risk of harm is appropriately reported in line with service procedures.
* Support and empower children, young people, their parents/carers and families and their educators to make informed choices about the interventions being offered.
* Operate at all times from an inclusive values base, which recognises and respects diversity.
* Liaise with other agencies and providers, both locally and nationally to enrich and promote the work, in particular working with CAMHS colleagues, school staff, volunarty sector partners and Early help and social care locality teams.
* Ensure that young people are actively, imaginatively and meaningfully involved in the shaping, delivery, review, evaluation and promotion of the work.
* Support managers to ensure the service is thoroughly monitored and evaluated, that the service becomes more impactful and efficient in response to what monitoring and evaluation shows, and that service evaluations inform the further development of existing and new services
* Keep accurate and timely records according to service procedures.
* Contribute to the continuous development of the service through case management and supervision.
* To advocate on behalf of children, young people and represent them.
* To coordinate and provide awareness psychoeducational sessions with groups of young people, in partnership with other organisations when appropriate
* To manage volunteer counsellors in your geographical area (when appropriate). This may include, but is not limited to, induction, support, formal supervision, appraisal.
* To regularly reflect on what has worked well and what hasn’t in your interactions with young people, informing your manager of your learning.
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| **Communications and Stakeholder Engagement*** Establishing and maintaining excellent working relationships with local organisations, schools & individuals, developing good co-working relationships where appropriate.
* To represent and promote needs of children and young people in local networks or initiatives to share our experiences and also to bring learning back to the organisation as appropriate
* Maintain a good knowledge and understanding of support services in the statutory and voluntary sector
* Ensure staff and volunteers are aware of local and national initiatives &

best practice. * To identify barriers to accessing services and addressing these through local multi-agency forums
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| **Organisational*** Be mindful of resources within the organisation and prioritise the available resources appropriately
* To represent managers/senior staff, on internal or external matters, when appropriate.
* Any other duties, as appropriate to role, as agreed by service manager.
* Receive regular managerial supervision with the Senior Mental Health Practitioner
* Contribute to a range of agency events including staff meetings, strategic planning, away days, AGMs and county-wide meetings.
* Provide cover for the building as staff member in charge on a regular and shared basis (regularly during unsociable hours).
* To comply with organisations Equality and Diversity Policy, Safeguarding, Information Governance and Health and Safety Policy.
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***The postholder may be expected to undertake other duties from time to time, under the direction of the Service Manager, relevant to the grading of the post.***

**Person Specification**

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| **Criteria** | **Essential** | **Desirable**  |
| **Qualification**  | * A counselling Level 4 Diploma or higher or equivalent therapist qualification for example Play Therapy, CBT, Art Therapy or mental health qualification such as Children’s Wellbeing Practitioner IAPT
* Membership of an appropriate professional body (e.g. BCP/UKCP/BAPT/HCPC).
* At least 50 post qualification hours of one-to-one counselling
 | * accredited with an appropriate professional body (e.g. BACP/UKCP/BAPT/HCPC).
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| **Service Delivery** | * Ability to co-ordinate a complex workload within time limits.
* Excellent communication skills both verbally and in written communications (internally & externally).
* An understanding of and commitment to the promotion of Equal Opportunities..
* Knowledge of H&S procedures and risk assessments
 | * Experience of working in the voluntary sector.
* Experience of monitoring and evaluating services and using evaluation evidence to make improvements.
* Experience of involving service users in commenting on, changing and planning services
* Experience of working with and supporting volunteers
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| **Working knowledge of young people** | * A1: Knowledge of development in children / young people and of family development and transitions
* A2: Knowledge and understanding of mental health presentations in children, young people and adults
* Experience of working with vulnerable young people - ability to encourage, motivate and support
* Experience of client assessment and risk assessments.
* Ability to enable people to identify their long-term goals and the steps they might need to achieve them
* An ability to reflect on your professional practice and to proactively seek resources and support for personal development.
* A4: Knowledge of, and ability to operate within, professional and ethical guidelines
* A5: Knowledge of, and ability to work with, issues of confidentiality, consent and capacity
* A6: Ability to work within and across agencies
* A7: Ability to recognise and respond to concerns about child protection and safeguarding
* A8: Ability to work with difference (‘cultural competence’)
* A9: Ability to engage and work with families, parents and carers
* A10: Ability to engage and communicate with children/young people of differing ages, developmental level and background
* B1: Knowledge of models of intervention and their employment in practice
* B2: Ability to foster and maintain a good therapeutic alliance with young people and families and understand the perspectives or ‘world view’ of its members
* B3: Ability to manage the emotional content of sessions
* B4: Ability to manage endings and service transitions
* B5: Ability to work with groups of children / young people and/or parents/carers
* B6: Ability to make use of measures, including monitoring or outcomes
* B7: Ability to make use of supervision
* C1: Ability to undertake a comprehensive assessment
* C2: Knowledge of the risk assessment and management processes
* C3: Ability to assess the child’s functioning within multiple systems
* C4: Ability to formulate
* C5: Ability to feedback the results of assessment and agree a treatment plan
* C6: Ability to undertake a single session assessment of service appropriateness
* C7: Ability to co-ordinate casework across different agencies and/or individuals
* D1: Ability to identify when it is appropriate for self-help materials to be employed
* D2: Knowledge of health promotion applicable to daily practice with children, young people and families
 | * Knowledge of statutory services (including CAMHS, social care and adult mental health services) their function and appropriate referral procedures.
* An understanding of a broad range of therapeutic interventions.
* Experience of time-limited work with people with mental health needs.
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| **Personal Qualities** | * Ability to demonstrate working within Centre 33’s and Ormiston Families values within their practice
* Positive, self-motivated, pro-active and flexible.
* A trustworthy and effective team member.
* An ability to reflect on your professional practice and to proactively seek resources and support for personal development.
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| **Other** | * Strong IT literacy in general (and specifically Word, Excel and Outlook).
* Experience of using web-based Management Information Systems;
* Full drivers licence and access to a car.
* Willingness and ability to travel to different locations within Cambridgeshire and Peterborough.
* The ability to work regular unsociable hours including evenings and/or weekends
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The successful candidates will receive a range of benefits including:

* competitive salary
* generous pension contributions
* excellent on-going training and development opportunities
* support from an established and reputable team
* company sick pay post probationary period
* team days and activities
* wellbeing focus
* regular line management
* flexible working
* 25 days holiday increasing to 30 after 5 years’ service (plus bank holidays)

All roles at Centre 33 and Ormiston Families may involve access to information about young people and as such all new employees and volunteers will be subject to an enhanced DBS check. **Having a criminal record will not necessarily bar you from working with us**. This will depend on the nature of the position and circumstances and background of your offences.