



Job Description

Title of post:	Counsellor/Group facilitator
Hours:	35 hours per week
Salary:	£22,500
Responsible to:	Surviving to Thriving Project Lead
Holiday entitlement:	25 days
Base:	Central Liverpool
Education	Diploma/Degree level
Closing Date	12th May 2021
Interviews	19th May 2021

This post is funded by The National Lottery Community Fund until the end of December 2021. Further funding will be applied for during this period and, if successful, the post may be extended.

Primary purpose of the role:

Surviving to Thriving is a structured therapeutic programme of support for adults who have experienced childhood sexual abuse or exploitation and has been successfully provided by Compass over the last twelve months. The project seeks to provide clients with one to one and group support to enable them to move forward with their lives and develop their full potential. This role provides an exciting opportunity to be part of the expansion of this valuable service.

The role requires a skilled and compassionate counsellor with the capacity to form strong therapeutic alliances within which clients can make sense of their experiences, understand the impact of trauma upon them and be supported to make changes that enable them to make the changes they want in their lives. You will be a

qualified counsellor, experienced in working with trauma and issues of childhood sexual abuse or exploitation. You will be a registered member of BACP and accredited or actively working towards accreditation. You will be expected work at all times within both the BACP Ethical Framework for the Counselling Professions and Compass policies and procedures.

In addition to providing high quality one to one therapy you will be responsible for facilitation of small groups and should be able to demonstrate effective experience in training or group work that means you can adapt the work to a group setting to maximise support and self-help.

You will also support the project manager through development of regular materials to be posted to the Compass Counselling website and social media channels in order to raise the profile of the service and seek referrals to the service.

You will be a member of the Compass team and may be required to perform other duties as required. You will be required to attend the Annual General Meeting and may at times be requested to work flexible hours during evenings and weekends.

General Duties:

Your role will include

- Undertaking detailed client assessments
- Managing effectively a case load of one to one clients and group work
- Keeping records according to best therapeutic practice, for audit and for accountability
- Monitoring and evaluating the work and providing regular reports to the STT Project Lead to contribute to reporting mechanisms
- Making best use of the resources provided by the lottery to maximise effectiveness, including actively seeking feedback and implementing a cycle of review in consultation with the Project Lead and Director when appropriate
- Supporting the Project Lead in raising the profile of the work locally and dealing with key referrers
- Providing high quality 121 therapy underpinned by the Morris 21 step programme
- Delivery of high-quality group work underpinned by the Morris 21 step programme
- Working as part of the wider Compass team in promoting and supporting all our work and projects
- Demonstrating that your work meets the BACP Ethical Framework for Good Practice
- Working fully within Compass policies and procedures

This job description is not intended to provide an exhaustive list of duties, but rather to give a framework with examples of the nature of duties that may be expected within this post.

Person specification

<p><i>Experience and qualifications</i></p>	<p>Essential Counsellor qualified to Diploma level or above Registered member of BACP Accredited with BACP or able to show clear evidence of working towards this accreditation Experience of working therapeutically with trauma and childhood exploitation Experience in delivery of effective group work or training involving dealing with distressing material safely and effectively Experience in managing sensitive data in line with GDPR</p> <p>Desirable Group work or training/ teaching qualification</p>
<p><i>Skills and abilities</i></p>	<p>Essential Assessment skills Skilled in dealing with vulnerable clients and managing risk Proven ability to build strong therapeutic alliances and manage time limited work and positive client endings Skilled in maintaining own wellbeing and self-care when dealing with case load Ability to reflect upon work and be creative in dealing with difficulties constructively A strong team-oriented approach demonstrating person-centred values and the desire to develop positive outcomes.</p> <p>Desirable Experience of report writing to show qualitative and quantitative impact of work carried out</p>
<p><i>Knowledge</i></p>	<p>Essential Working knowledge of outcome measures and how to measure and demonstrate value and impact in therapeutic work IT skills to enhance role and effectiveness and track outcomes, including awareness of use of social media for service promotion Understanding and awareness of up to date research underpinning trauma and childhood exploitation Knowledge of best practice in working with these issues</p> <p>Desirable Experience of research and implementing/ translating this research into day to day practice and programmes</p>

<p><i>Other requirements</i></p>	<p>Essential</p> <p>A commitment to service delivery being flexible in approach and able to react and adapt appropriately to changing situations, projects, etc.</p> <p>Willingness to undertake appropriate training as required</p> <p>Willingness to make a personal commitment to the vision and values of Compass and its projects, including the promotion of equal opportunities and anti-discriminatory practices.</p> <p>Ability to prioritise and organise a range of tasks with different timescales</p> <p>Strong organizational skills to support an excellent client experience and to enable robust data provision</p>
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All appointments will be subject to a satisfactory enhanced DBS (Disclosure and Barring Service) clearance, employment reference checks and a four month probation period.

Equal Opportunities:

Compass seeks to make no discrimination on grounds of ethnicity, gender, disability, politics, religion, sexual orientation, social status or in any other area

For an informal discussion email **EstherDarnton@compass-counselling.org.uk**

Request your application pack at **recruitment@compass-counselling.org.uk**