

## **THERAPIST (BAME/ZAZI)**

### **ROLE DESCRIPTION AND PERSON SPECIFICATION**

Dear applicant,

Thank you for your interest in this post. Please find below some background information and other details to help you decide whether to apply for the position.

In the interests of equality CVs will not be accepted, so please use the job application form to apply. Applicants will be assessed on their ability to meet the criteria listed in the Person Specification.

#### **Enclosures:**

- Role Summary
- Role description
- Person specification
- About us

Please complete the application form and return by email to [recruitment@otrbristol.org.uk](mailto:recruitment@otrbristol.org.uk) or by post to the address above.

The closing date for this role **5pm, Tuesday 20<sup>th</sup> August** with interviews **Monday 2<sup>nd</sup> September 2019** in Bristol. Due to the volume of applications received, we are not usually able to offer individual feedback on applications. The anticipated start date for this role will be as soon as possible after the interview date.

This post is only available to female applicants as permitted under the Equality Act 2010 and we encourage applications from those who identify as being from a BAME background.

If you wish to have an informal discussion about the post, please contact John McGuirk via email - [john@otrbristol.org.uk](mailto:john@otrbristol.org.uk).

Best wishes,

Kellie Horder  
HR Manager | Off the Record (Bristol)

## **ROLE SUMMARY**

<b>Job Title</b>	Therapist (BAME/ZAZI)
<b>Salary Grade</b>	£23,945 - £26,539 pro rata. Starting salary £23,945 (pro rata £4,789)
<b>Hours</b>	7.5 per week
<b>Contract</b>	Fixed term to 31 <sup>st</sup> March 2021
<b>Leave</b>	Flexible - Your basic entitlement is 20 statutory days plus 8 statutory holidays pro rata. However, OTR operates a flexible leave policy and you are entitled to request as much leave as you would like and need, including study leave.
<b>Pension</b>	Up to 3% of above salary for standard contracted hours after completion of probation period.
<b>Location</b>	Various locations across Bristol and South Gloucestershire may be considered.
<b>Accountable To</b>	Clinical Supervisor and Team Manager
<b>Job Purpose</b>	<ul style="list-style-type: none"> <li>To offer one-to-one therapeutic interventions to female BAME young people aged 11-25 from across Bristol and South Gloucestershire</li> </ul>
<b>Key Relationships</b>	<ul style="list-style-type: none"> <li>Team Manager</li> <li>Clinical Supervisor</li> <li>Young People</li> <li>Applicable external services.</li> </ul>

## **ROLE DESCRIPTION**

<b>Counselling/ Therapeutic support</b>	<ul style="list-style-type: none"> <li>To provide therapeutic support to individual female-identifying, BAME young people</li> <li>To provide therapeutic groups to female, BAME young people.</li> <li>To work within, and abide by the ethical framework of the your professional governing body (e.g. BACP, HCPC)</li> </ul>
<b>Administration</b>	<ul style="list-style-type: none"> <li>To fulfil Off the Record service user monitoring requirements and keep confidential, safe and secure records via the IAPTUS monitoring system</li> </ul>
<b>General</b>	<ul style="list-style-type: none"> <li>Contribute to the development of best practice within the service.</li> <li>Ensure a comprehensive understanding of the relevant safeguarding legislation, guidance and best practice.</li> <li>Maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to children and young people's mental health</li> <li>All employees have a responsibility and a legal obligation to ensure that information processed is kept accurate, confidential, secure and in line with GDPR/Data Protection Act and Security and Confidentiality Policies.</li> <li>It is the responsibility of all staff that they do not abuse their official position for personal gain, to seek advantage of further private business or other interests in the course of their official duties.</li> <li>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.</li> </ul>

## ***PERSON SPECIFICATION***

	<b>Essential</b>	<b>Desirable</b>
<b>Education &amp; Training</b>	<ul style="list-style-type: none"> <li>• A recognised therapeutic qualification, at least to diploma level.</li> </ul>	<ul style="list-style-type: none"> <li>• Accredited by the BACP or UKCP or registered with other relevant professional governing body.</li> <li>• Qualification in working with BAME groups in a relevant area.</li> <li>• Further qualification in working with children, young people and families.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• At least two years experience working as a therapist with young people.</li> <li>• Experience working with young people from a diverse range of social, economic and cultural backgrounds.</li> </ul>	
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Knowledge of issues related to BAME young people, mental health and social and economic deprivation.</li> </ul>	
<b>Skills &amp; Qualities</b>	<ul style="list-style-type: none"> <li>• Emphasizing empowerment and client autonomy in clinical practice.</li> <li>• Passion for and commitment to community engagement.</li> <li>• Excellent communication skills</li> <li>• Ability to recognise and respect confidentiality.</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• An ability to establish and maintain relationships with young people and other professionals.</li> <li>• An ability to work confidently on own initiative - a self-starter.</li> <li>• A commitment to personal development and learning.</li> <li>• Commitment to the importance of confidentiality.</li> <li>• Access to own transport and a willingness to travel across Bristol.</li> </ul>	<ul style="list-style-type: none"> <li>• A full driving license and access to appropriate transport</li> </ul>

## ***ABOUT US***

<b>What We Believe</b>	<b>What We Value</b>	<b>How We Behave</b>
<ul style="list-style-type: none"><li>- All theoretical models are wrong, but all of them are useful</li><li>- Relationships are what make the difference</li><li>- Mental health is social and political as well as personal</li><li>- Social networks are more powerful than individual solutions</li><li>- Building on strengths and capabilities is more sustainable than meeting needs and vulnerabilities</li><li>- Participatory services are more effective than transactional ones</li><li>- Our work is a vocation</li></ul>	<ul style="list-style-type: none"><li>- Collaboration</li><li>- Diversity</li><li>- Learning</li><li>- Sharing</li><li>- Participation</li><li>- Self-efficacy</li><li>- Self-care</li><li>- Transparency</li><li>- Agency</li><li>- Creativity</li><li>- Social Action</li><li>- Pragmatism</li></ul>	<ul style="list-style-type: none"><li>- We're accommodating</li><li>- We're integrated</li><li>- We're thoughtful</li><li>- We're supportive</li><li>- We're open</li><li>- We're resourceful</li><li>- We're resilient</li><li>- We're communicative</li><li>- We're independent</li><li>- We're imaginative</li><li>- We're motivated</li><li>- We're adaptable</li></ul>