



THERAPIST

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 or by post to the address above. Also, please clearly indicate whether you can work Saturday, an evening during the week, or both, when applying as this is an essential requirement to the role.

The closing date for this role is **12 noon, Friday 6th September** with interviews in Bristol (date tbc). The anticipated start date for this role will be by the end of September.

Due to the volume of applications received, we are not usually able to offer individual feedback on applications.

If you wish to have an informal discussion about the post, please contact John McGuirk via email - john@otrbristol.org.uk (please note John is on annual leave until Tuesday 27th August).

Best wishes,

Kellie Horder
HR Manager | Off the Record (Bristol)

ROLE SUMMARY

Job Title	Therapist
Salary Grade	OTR Salary Scale B £22,212 - £26,539. Mid scale point Practitioner starting salary £23,945 (pro rata)
Hours	Two roles: 15 hours per week (Weekday Evening Work Required) 22.5 hours per week (Saturday Work Required)
Contract	1 year fixed term contract
Leave	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.
Pension	Up to 3% of above salary for standard contracted hours after completion of probation period.
Location	Based mostly at our main office on Old Market, but may request travel to our outreach locations, across Bristol and South Gloucestershire.
Accountable To	Clinical Supervisor and Team Manager
Job Purpose	<ul style="list-style-type: none"> To offer one-to-one counselling/psychotherapy to young people aged 11-18 from across Bristol and South Gloucestershire.
Key Relationships	<ul style="list-style-type: none"> Team Manager Clinical Supervisor Young People Applicable external services.

ROLE DESCRIPTION

Counselling/ Therapeutic support	<ul style="list-style-type: none"> To provide therapeutic support to individual young people referred to Off the Record To work within, and abide by the ethical framework of a relevant governing body (eg. UKCP, BACP)
Administration	<ul style="list-style-type: none"> To fulfil Off the Record service user monitoring requirements and keep confidential, safe and secure records via the IAPTUS monitoring system
General	<ul style="list-style-type: none"> Contribute to the development of best practice within the service. Ensure a comprehensive understanding of the relevant safeguarding legislation, guidance and best practice. Maintain up-to date knowledge of legislation, national and local policies and procedures in relation to children and young people's mental health All employees have a responsibility and a legal obligation to ensure that information processed is kept accurate, confidential, secure and in line with the Data Protection Act (1998) and Security and Confidentiality Policies. 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. 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.

PERSON SPECIFICATION

	Essential	Desirable
Education & Training	<ul style="list-style-type: none"> A recognised counselling qualification, at least to diploma level. 	<ul style="list-style-type: none"> A recognised therapeutic qualification to degree level Accredited by the British Association of Counselling and Psychotherapy or the UK Council for Psychotherapy. Further qualification in working with children, young people and families.
Experience	<ul style="list-style-type: none"> At least two years of experience working as a therapist with young people. Experience working with young people from a diverse range of social, economic and cultural backgrounds. 	
Knowledge	<ul style="list-style-type: none"> Knowledge of issues related to young people, mental health and social and economic deprivation. 	
Skills & Qualities	<ul style="list-style-type: none"> Demonstrated ability to emphasise empowerment and client autonomy in clinical practice. Passion for and commitment to integrating 1:1 therapeutic support into the wider context of community engagement. Excellent communication skills Ability to recognise and respect confidentiality. 	
Other	<ul style="list-style-type: none"> Available to work either one or two evenings per week and/or Saturdays. An ability to establish and maintain relationships with young people and other professionals. An ability to work confidently on own initiative - a self-starter. A commitment to personal development and learning. Commitment to the importance of confidentiality. Access to own transport and a willingness to travel across Bristol. 	<ul style="list-style-type: none"> A full UK Driving License and access to appropriate transport.

ABOUT US

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