



edinburgh rape crisis centre
supporting survivors of sexual violence

Counselling Support Worker – Young People’s Service (STAR Project) Maternity Cover

Job Description

Title:	Young Survivors’ Counselling Support Worker (Maternity Cover)
Salary:	£28,690 pro-rata
Hours:	21 hours per week
Length of post:	This post is funded for one year, from May 2021 to April 2022
Location:	Edinburgh
Holiday entitlement:	25 days annual leave; 10 days public holiday (pro-rata)
Pension Entitlement:	Employer contribution at 8% to Pensions Trust Flexible Retirement Scheme
Responsible to:	Senior Counselling Support Worker
Supervision:	Internal supervision to be provided every 4 to 6 weeks. External practice supervision provided on a monthly basis.
Training:	Standard training budget (£600 pro-rata) applies to this post.

Job Summary

The post-holder will be responsible for delivering ERCC’s STAR project which provides specialist counselling and support services, art psychotherapy, and advocacy as required, to young women, young men and all members of the trans community aged 12-21 who have experienced any form of sexual violence at any time in their lives, including, rape, sexual assault, sexual abuse, sexual bullying and harassment, stalking, commercial sexual exploitation and organised abuse. The post-holder will take an approach informed by an understanding of trauma, including complex trauma. The post-holder will be required to work across the different functions of the service including initial assessment, short and long term support and text/email support.

Main duties include

Delivery of support service / Working with young survivors

1. Provide regular face-to-face, online or telephone counselling support sessions, art psychotherapy or counselling, and/or advocacy sessions as required to young survivors of sexual violence.
2. Conduct initial assessments working with survivors to identify their needs, goals and outcomes from support and assess the suitability of STAR to their needs.
3. Work on a community outreach basis as necessary, including the provision of home visits and visits to schools and residential settings.
4. Co-facilitate group work programmes for young survivors
5. Provide support through other communication methods e.g. email/phone/text.

Sustaining and supporting volunteering

6. Offer regular meetings and debriefing sessions as required to designated volunteers during their induction period
7. Provide shadowing opportunities for volunteers during day-to-day administrative, development and teamwork tasks.
8. Contribute to volunteer training and development sessions

Development work

9. Develop the STAR project on an ongoing basis to ensure responsiveness to young survivors' needs, working effectively and accountably with colleagues
10. Lead on tasks relating to the development of the STAR service as agreed with Line Manager
11. Co-develop group work programmes in accordance with the needs of young survivors

Working with others

12. Establish and maintain effective working relationships with staff from other agencies including the police, schools and youth services, to ensure holistic needs of young survivors are met.
13. Represent STAR at external meetings.
14. Market and publicise the STAR project.
15. Work effectively with the ERCC paid and volunteer worker team.
16. Attend internal and external meetings as required.

Working effectively and safely

17. Attend internal training and practice development sessions.
18. Adhere to all relevant legislation and organisational policies including child and adult protection procedures, health and safety and lone working.
19. Work in accordance with ERCC's policy on equality and diversity.

Recording and reporting

20. Keep accurate records of support provided.
21. Contribute data to allow ERCC to monitor and evaluate its services- including use of the OASIS data management system.

This job description is not exhaustive and, following consultation, the post holder may be required to fulfil other responsibilities and tasks or cease any of the tasks given above.

Person Specification

Criteria	Essential	Desirable
Supporting survivors	Experience and skills in providing individual support for young people.	Experience of providing individual support for young survivors of sexual violence.
	Relevant qualification in art psychotherapy or counselling, or working towards this.	Experience of delivering outreach support or of work in a secondary school setting.
	Experience of delivering emotional/psychological support work involving mental health and/or trauma	Knowledge of the criminal justice system, including reporting to the police and the legal system.
	Experience of working to a trauma-informed approach with service users.	Training and experience in delivering trauma-focussed interventions.
	Experience and skills in facilitating group support.	
Understanding of the issues related to sexual violence	Able to explain a feminist analysis of gender inequality and sexual violence.	
	Understanding of the gendered dynamics and broad ranging impacts of rape and sexual abuse.	
Working with volunteers		Experience of training and/or supporting volunteers.
		Experience of service development and/or taking the lead on specific pieces of work.
Partnership working	Experience of multi-agency working with a broad range of services/partners.	
Equalities	Clear commitment to equalities and diversity and anti-discriminatory practice.	

Criteria	Essential	Desirable
Managing yourself	A resilient approach and clear strategies for managing self at work.	
Recording and reporting	Experience of recording and reporting in relation to support work practice and delivery.	
Keeping yourself and others safe	Understanding of the importance of adhering to legislation, policy and procedures in support work.	Understanding of relevant legislation (eg vulnerable adults, child protection, sexual offences, adults with incapacity).
Working with IT and systems	Competent Microsoft user (Outlook, Excel, Powerpoint and Word).	Familiarity with using online case management/outcomes recording systems (e.g. OASIS, I-ROC, Better Futures etc).