

Trauma Therapist / Counsellor Information Pack

Initiative	Liber8
Job Title	Trauma Therapist / Counsellor
Located/ Base	Based in Blantyre South Lanarkshire
Hours	2 p/t (1x 16hrs and 1 x 12 hr)
Duration	Initial 12-month contract with potential to extend
Salary	Scale: £35,100- £42,900 pro-rata: 37.5 hrs p/w. Exact salary will depend on training and experience.
Reports To	C.E.O.
Background Principles & Ethos and Delivery	<p>Background: Liber8 has operated in Lanarkshire for 17 years; our mission is to improve the health, mental health, wellbeing, and the quality of people's lives. We are grassroots organisation, based in South Lanarkshire providing services across Lanarkshire and beyond. Liber8's core service is counselling and therapeutic interventions for people experiencing a range of mental health issues; our initial work focused on providing a proactive and reactive approach to tackling alcohol; substance use and mental health issues. This expanded into providing a diverse range of targeted community-based services which have included education, prevention, recovery, crisis intervention, mentoring, advocacy, support, counselling, and psychological interventions; all designed to meet the needs of our communities including their physical, mental, emotional health and well-being.</p> <p>Ethos: Our guiding principles, that we believe are essential, are based on the enduring fundamentals of service provision and the ethos held within Liber8, which are;</p> <ul style="list-style-type: none"> ▪ open access available to everyone; ▪ choice for our service users; ▪ the improvement of the health and wellbeing for all and ▪ quality assurance - to provide the best quality service to those most in need. <p>We operate in accordance with our values of:</p> <ul style="list-style-type: none"> ▪ Passion: engaging emotionally ▪ Respect: valuing each and every individual ▪ Compassion: kindness, caring, and genuine willingness, to help others ▪ Healing: promoting health of mind and body for all ▪ Empathy: experiencing the feelings, thoughts, and experience, of another ▪ Caring: promoting health, healing, and the installation of hope ▪ Recovery: positive recovery and growth for everyone <p>Operations: Liber8 work with some of Lanarkshire's most vulnerable and isolated individuals and families who live with many significant challenges; presentations to Liber8 services can include poor physical and mental health, childhood trauma and challenges, alcohol and substance use, poverty, deprivation, suicidal ideation, domestic violence, and insecure housing. We provide a range of interventions dependent on need and identified gaps in services. Since the Covid pandemic we have utilised a hybrid approach to service provision; clients can access our services via telephone, online and face to face, dependent on need and current guidance.</p> <p>Job Purpose: We are seeking to recruit two highly experienced therapists specialising in trauma focused therapy to enhance and complement the existing work of Liber8's counselling services. The post holders will provide specialist counselling and group work to individuals, who may have experienced substance use, trauma PTSD, debilitating anxiety, and other complex presentations. The post holders would be expected to deliver evidence based specialised techniques, recommended by NICE/SIGN as, effective approaches in healing, dissociative disorders, complex grief, addictions, and the effects of abuse; aimed at the treatment and resolution of trauma. Following the NICE guidance, the therapist would undertake and develop, screening;</p>

full baseline, strength-based assessment, and treatment plans .

Experience of working in the area of substance use, trauma, and dissociative disorders is essential to this post, and the experience of facilitating or co-facilitating therapy groups is desirable. We are looking for therapists who work in an integrative way, rather than being confined to a single therapeutic approach. We are particularly interested in talking with those who are able to bring experience of expressive and creative therapies to their work

Key Tasks & Responsibilities

- Provision of effective clinical assessments and evidence-based treatment plans
- Delivering a structured therapeutic programme through group-work sessions and one to one intervention.
- Communicate effectively with a range of individuals, clients, professionals, and organisations
- To nurture an ethos of mutual respect in the workplace in keeping with the aims of the charity.
- To offer where required, group work relating to substance use, trauma, relapse prevention and recovery management
- To engage in peer support taking a senior role with other therapists,
- Be able to understand clinical presentations and needs, and to develop an effective approach to meeting these using established counselling and/or psychotherapeutic models.
- To respond as requested to assist with administrative duties in respect of the overall running of the charity
- Engage with clients in a way that is authentic, empowering and adapted to their individual needs.
- Willing to challenge limiting or disempowering assumptions, attitudes, and practices; not only within the client, but within themselves and the wider social context.
- Where required, take responsibility for the planning and delivery of psycho-educational workshops and courses.
- Be willing to share your knowledge and skills, while nurturing the spirit of curiosity and natural sense of enquiry of our placement students within our counselling placement scheme
- To work in accordance with Liber8s policies, procedures and working practice agreements.
- To operate within an Equal Opportunities Framework and promote equality issues in all aspects of work.
- This is not an exhaustive list of all the duties and responsibilities that may be required from time to time and is subject to change in accordance with the needs of Liber8

**Trauma Therapist / Counsellor
Person Specification**

	Essential:	Desirable:
Experience	<ul style="list-style-type: none"> ▪ Member of BACP/BABCP/COSCA ▪ Conducting effective clinical assessments and prescribing evidence-based treatment plans ▪ Delivering a structured therapeutic programme through group-work sessions and one to one intervention ▪ Evidence of significant professional experience working with vulnerable people. ▪ Experience of working with complex trauma ▪ Substantial experience of risk assessment and working with clients experiencing a range of mental health issues. ▪ Substantial experience of working with clients from diverse social and ethnic backgrounds. 	<ul style="list-style-type: none"> ▪ Working with clients who have a history of substance use ▪ Providing rehabilitation programmes for clients with substance use and addictive behaviours issues ▪ Experience in underlying issues associated with substance use such as past trauma, loss, grief, co-dependency, anxiety, and depression.
Skills, abilities & Knowledge	<ul style="list-style-type: none"> ▪ Skilled in Microsoft Office ▪ Excellent organisational and planning skills with attention to detail. ▪ Excellent communication skills both oral and written ▪ Able to communicate effectively with a range of individuals, clients, professionals, and organisations ▪ Able to demonstrate a flexible enabling approach to service delivery 	<ul style="list-style-type: none"> ▪ Knowledge of the charity sector, trends, best practice, and applicable legal and regulatory matters ▪ Knowledge of the mental health and social care sector ▪ Specialist mental health knowledge or skills relating to specific areas, e.g., physical, emotional, mental, physical, and spiritual difficulties common to assisting those through recovery from addiction.
Qualifications	<ul style="list-style-type: none"> ▪ Minimum Diploma in Counselling ▪ Accredited or working towards accreditation ▪ Ability to demonstrate relevant acceptable advance experience 	<ul style="list-style-type: none"> ▪ Additional qualifications in other therapies and techniques, e.g., EMDR; Emotional Freedom Technique and Acceptance and Commitment Therapy. ▪ Clinical Supervision Qualification
Approaches	<ul style="list-style-type: none"> ▪ Professional, flexible, and collaborative, with a can-do attitude ▪ Self-Motivated with the ability to be imaginative, reliable, and committed ▪ A warm approachable persona that permits the establishment of good relationships with people ▪ Thoughtful, considerate, compassionate, honest, and straightforward approach with a willingness to listen. ▪ A sensitive, tactful, and diplomatic approach to working with people 	<ul style="list-style-type: none"> ▪ Ability to work both unsupervised and effectively as part of a team. ▪ Able to bring structure and discipline to processes, with attention to detail and a passion for quality.
Personal Attributes	<ul style="list-style-type: none"> ▪ Ability to demonstrate being an outstanding communicator, both verbal and written. ▪ Ability to manage a heavy workload and at times prioritise conflicting priorities as well as tracking progress on a wide range of tasks ▪ Flexible and hands-on approach to work ▪ Excellent communication & time management skills ▪ Experience of supporting people, taking a person-centred approach 	<ul style="list-style-type: none"> ▪ Professional awareness, ensuring that your professional knowledge in general and your practice in particular meet the highest standard. ▪ Commitment by ensuring you keep abreast of current research and practice development in your area, bringing relevant issues to your line manager
Circumstances	<ul style="list-style-type: none"> ▪ May be required to work evenings and weekends ▪ Access to car and current active full UK driving license ▪ Ability to work irregular hours ▪ Will undertake a PVG (Disclosure Scotland check) ▪ This contract is 12 months initially with a strong prospect of the post becoming permanent (depending on impact of the role and available funding). ▪ A competitive salary and company pension contribution 	

Employee Responsibilities

Positive	Looks for and emphasise the positive aspects of any situation
Attentive	Listens to what the individual means and not just what they say
Objective	Ability to act impartially
React	Does not get put off with stressful situations
Challenging:	Knows when and how challenging can facilitate change and motivation
Honest	Is open and honest with individuals
Tolerant	Is tolerant even under the most frustrating and annoying circumstances
Patient	Will always allow time/explanations when things are not going according to plan
Compassionate	The desire to take actions that will alleviate another person's distress. Experience together
Caring	Cares about and wants to help individuals
Approachable	Communicates well with individuals at the appropriate level and in the appropriate manner
Respect	Is not put off by 'differences' or "alternative lifestyles" and respects individuals' right to be different
Genuine	Being true to yourself
Non-judgmental	Open minded at all times
Enthusiastic	A genuine interest and energy in the individuals concern, aspirations and needs
Limitations	Recognises their own limitation/when to refer on or seek further guidance and aware of own stress levels
Pro-social	Sets a good, positive example
Anti-discriminatory	Treats individuals as equals and with respect regardless of 'differences'
Committed	Attends all arranged sessions and can be relied upon

Characteristics of Post Holder

- To behave at all times in a professional manner and to be a good role model to other staff, colleagues, partners, and our clients.
- To adhere to Liber8 policies and procedures, including confidentiality, data protection, safe working practices, equal opportunities, child protection, GIRFEC and health and safety
- To be pro-active in keeping up to date with good practice and policies and ensuring that these are communicated and adhered to by the team.
- To promote Equality of Opportunity and Diversity through own work
- To attend relevant internal and external meetings. The post-holder is responsible for their own self-development on a continuous basis, which should be regularly reviewed with their line manager through supervision and appraisal