

**Job Description:**

**Role: Family Therapist & Team Co-ordinator**

**Location :** Home Based/ Potentially blended – Edinburgh

**Contract:**

* 22.5 hours per week permanent – distribution of hours to be mutually agreed
* 3-month probation period.

**Salary:** £38, 890

**Annual leave:** 21 days annual leave and public holidays.

**Reporting:** Direct report to the Counselling Practice Manager, accountable to the CEO and the Board of Trustees.

**Place of work:** Currently home-based working remotely, potentially moving to a blended model by mutual agreement as Covid-19 restrictions allow.

**Delivery Model:** Majority zoom Pro with potentially some face-to-face counselling as Covid-19 regulations allow and subject to mutual agreement.

**Summary of Role:** The role is an exciting opportunity to co-ordinate the work of a team of family therapists and counsellors in providing high quality, evidence based systemic therapy to families, children and young people.

**About Bright-Light and the Family Therapy team:**

Bright-Light is a charity and the largest provider of relationship counselling in Scotland, offering a comprehensive range of services throughout the Lothians.

The family therapy service at Bright-Light is a dynamic and collaborative team of family therapists, counsellors and trainees providing systemic psychotherapy and counselling to children, young people and families in psychological and relational distress.

Currently practitioners are working from home using zoom, as restrictions ease there will be a planned move to introducing face to face sessions and meetings.

The team aims to be a supportive and collaborative base for all it's members and joint working, the use of reflecting processes, group supervision, multiple perspectives and team wellbeing are highly valued.

There is an ongoing commitment to providing clinical training placements and working in partnership with systemic training organisations in order to assist in the development of systemic therapy in Scotland and the UK.

**About the post holder:**

We are looking for an enthusiastic and highly motivated and experienced family therapist to lead our team at Bright-Light. The role is responsible for co-ordinating a team of experienced family therapists and counsellors to provide systemic family therapy and counselling to children and families with a wide variety of needs. Alongside providing therapy to families and supervision to clinicians the post holder will work collaboratively with colleagues to grow and develop the service in innovative ways and create sustainability.

**Roles and Responsibilities:**

**Team co-ordination/Leadership**

1. Provide leadership for the team using a collaborative, appreciative and containing approach
2. Co-ordinate the day to day running of the service alongside admin support, including team meetings, referrals and allocations, waiting list & case load management, the appointment diary.
3. Actively support the positive working environment and wellbeing of the team.
4. Develop and maintain the quality of the therapy provided by the service in collaboration with the Bright-Light management team
5. Ensure the development of systemic best practice within the team
6. Responsibility for managing the family service budget alongside management support
7. Report monthly to the senior management team and finance sub-group on the family team service stats and budget with support from operations.

**Clinical Practice**

1. Provide systemic assessment and psychotherapy to individuals, children, young people and families, drawing from a broad spectrum of systemic models.
2. Manage a case load using clinical judgement and awareness of resources to work independently and jointly using reflecting team processes.
3. Use a variety of evidence based systemic models and techniques and creative approaches to ensure therapy is accessible to clients of all ages and abilities.
4. A commitment to providing culturally sensitive practice and to work in ways that strive to promote social justice and equality in clinical practice.
5. Provide consultancy & expertise in relation to family and systemic psychotherapy practice to team members, trainees, colleagues in the wider organisation.
6. Maintain accurate and timely clinical records, business information system entries, diaries and statistical information.
7. Adhere to Bright Light Relationship Counselling's policies and procedures.

**Supervision**

1. Provide clinical and team management supervision to all team members.
2. Support and promote the clinical practice and professional development of team members
3. Co-ordinate and contribute to the provision of peer and group supervision, through clinical discussions at team meetings and in pre and post sessions.
4. Co-ordinate the clinical training placement for family therapy trainees at MSc level.
5. Attend supervision to support own clinical & supervisory practice in line with UKCP and AFT requirements.

**Evaluation**

1. Manage the evaluation of the family service with support from admin and Evaluation Support Scotland.
2. Updating evaluation tools and methods and co-ordinating their implementation.
3. Working alongside admin to ensure data is collated, analysed and reported on.
4. Liaising with funders as necessary, presenting service and clinical outcomes at funding events, employing creative ways to feedback to funders and to promote the work of the team.

**Organisational**

1. To take a proactive stance in challenging racism and discrimination and support the development of a culturally competent service.
2. Liaise with other professionals and services working in the voluntary and statutory sectors
3. Propose and develop service initiatives such as group work, training, consultation, organisational partnerships etc.
4. Contribute to social media activity as required whilst ensuring client confidentiality/anonymity.
5. Positively and proactively represent Bright Light in interactions with staff and service users in other agencies.
6. Develop and maintain positive working relationships with staff, our clients and partners.

**Professional**

1. Maintain UKCP, AFT registration
2. Work to UKCP and AFT codes of practice and ethical frameworks.
3. Form collaborative relationships with family therapists and others in connected networks, NHS CAMHS, voluntary sector organisations.

**Essential skills and experience**

* MSc in Systemic and Family Psychotherapy and registration with UKCP & AFT
* Registration as a systemic supervisor or experience in supervising using systemic models
* Leadership qualities and experience
* Commitment to team working - ability to facilitate healthy team working relationships and processes
* Expert communication skills
* Creative and organised with the ability to work autonomously and as part of a team to design and bring about innovative service development and service sustainability
* Project management and IT skills that support outcome monitoring and service evaluation.

If you think you have the skills and the qualities we are looking for, please send your CV and covering letter outlining how you fit the essential requirements for this role to dawn@bright-light.org.uk. All will be treated as strictly confidential.

To find out more about the role please contact Sam Petrie, Family Therapist at [samantha@bright-light.org.uk](mailto:samantha@bright-light.org.uk) to arrange an informal chat.

**Closing date for receipt of applications is 5 pm Friday 23rd October 2021.**

**Interview date : Thursday 29th October 2021 by video/zoom pro.**

Bright Light reserves the right to close to applications earlier if sufficient response received.