



Crew Counselling Team Coordinator

28 hours to October 2022, with the possibility of further funding

JOB DESCRIPTION

Responsible to: Chief Executive Officer
Salary Scale: £32,000 Pro Rata (£26,112 for 28 hours)
Working Hours: 28 hours weekly
Office Base: 6 Anchor Close, Edinburgh EH1 1PB or working from home as per Scottish Government Covid19 Guidance

Role Purpose: To coordinate and develop the Crew Counselling Service, line-managing a team of 4 counsellors and 2 occasional practitioners.

DUTIES AND RESPONSIBILITIES

- Providing regular and effective line management support and supervision and ongoing support as required to 4 counsellors and 2 complementary therapy practitioners
- Coordinating team meetings, waiting lists and the development of service
- Clinical lead responsibilities including overseeing referral process, ensuring 21-day target is met and leading on provision of case studies
- Co-ordinating care pathways for clients who are not counselling ready and/or inappropriate referrals
- Liaising with other agencies and stakeholders
- Engaging effectively with own line management and case supervision
- Monitoring and evaluation of service
- Producing accurate quarterly and annual reports on counselling service outcomes
- Contributing to and developing funding applications
- Overseeing the service budget
- Facilitating a quarterly development forum for National Acupuncture Detox Association ear acupuncture practitioners
- Providing counselling to a small caseload of a maximum of 2 people who wish to address their use of stimulant drugs, and 1 weekly assessment
- Ensure development of service is consistent with parallel developments in the British Association for Counselling and Psychotherapy's (BACP) standards and accreditation
- Ensure the service meets relevant quality standards
- Responsible for implementing and upholding relevant child and adult protection procedures and supporting staff/placement students to do so
- Recruitment and selection of staff and placement students as required
- Experience of counselling people affected by drug or alcohol use is desirable but not essential: we can provide training to candidates meeting the essential criteria.

DEVELOPMENT TASKS



- Ensure the ongoing development and quality of service, e.g., developing opportunities for suitably qualified placement students, expanding remote counselling

Person Specification

Essential	Desirable
Previous Experience	
<p>Experience of successfully leading a team</p> <p>Minimum 3 years' experience of counselling practice</p> <p>Track record of successful performance management</p> <p>Experience in handling child and adult protection concerns and disclosures</p>	<p>Experience of counselling people affected by drug or alcohol use</p> <p>Experience of successfully leading a counselling practice team</p> <p>Experience of counselling supervision</p> <p>Experience of delivering appraisals</p> <p>Track record of successful fundraising</p> <p>Experience of using the Salesforce, CORE and SMR25 databases</p> <p>Experience of overseeing a budget</p> <p>Experience of working with volunteers and or placement students</p>
Aptitude/Abilities/Skills	
<p>Ability to lead, motivate and co-ordinate a team</p> <p>Ability to lead and improve practice according to BACP organisational requirements</p> <p>Able to build positive therapeutic relationships with clients affected by stimulant drug use</p> <p>Able to balance competing priorities and a full and complex workload, including a small counselling caseload</p> <p>ICT skills including advanced MS word processing and use of databases to enter data and retrieve reports</p>	



<p>Ability to produce accurate, clear reports within specified deadlines</p> <p>Able to engage effectively with own case and line management support and supervision</p>	
<p>Education/Knowledge</p>	
<p>Registered member of BACP, COSCA or other relevant body</p> <p>Post-Graduate or Diploma level qualification in counselling or psychotherapy</p> <p>Sound understanding of BACP guidelines and ethical framework and willingness to work according to these</p> <p>Continued Professional Development Training in counselling</p> <p>A good understanding of child and adult protection principles and procedures.</p> <p>Willingness to learn about stimulant drugs and their effects</p>	<p>Accredited counsellor with BACP/COSCA or equivalent, or willing to work towards accreditation</p> <p>Counselling supervision training qualification</p> <p>Continued Professional Development training on stimulant drugs and their effects</p> <p>Training in use of the DAISy database</p>
<p>Attitudes/Personality</p>	
<p>Willing to work according to Crew’s organisational ethos of working with people to effect change</p> <p>Committed to Crew’s organisational values:</p> <ul style="list-style-type: none"> • Accepting: “non-judgemental, unconditional positive regard” • Genuine: “being genuine and real with each other” • Empathic: “walking in someone else’s shoes as if they were your own” • Justice-focussed: “acting to change the balance of power towards justice, equality and human dignity” • Accountable: “we trust in our courage to own mistakes and learn from them; we are realistic about what we commit to do, and we do it” 	





Other	
Ability to work flexible hours including providing an evening counselling session until 7PM with a time off in lieu (TOIL) system	

To apply for this post please complete the accompanying application form and return to applications@crew2000.org.uk by **12.00 Noon Monday 21st February 2022**.

Please note we won't monitor this email address until after the closing date – please contact admin@crew2000.org.uk if you have a query.

Please note that we won't accept applications received after this time and date.
Interviews will take place **Monday 28th February 2022**.

Please note that we regret that we cannot guarantee to contact applicants whose application is not shortlisted.

Crew 2000 (Scotland) is a company limited by guarantee; registered in Scotland, company number SC176635 and a charity also registered in Scotland, SCO 21500. Registered office:
32/32a Cockburn Street, Edinburgh EH1 1PB

