

## Therapist / Counsellor Information Pack

<b>Initiative</b>	The Beacons (Organisation Liber8 Lanarkshire)
<b>Job Title</b>	1 x p/t Counsellor / Therapist
<b>Located/Base</b>	South Lanarkshire
<b>Hours</b>	2 x Days
<b>Salary</b>	(£29,120 pro rata) 14 hours- £11,648
<b>Reports To</b>	Counsellor Coordinator

### Host Organisation Operating Principles & Ethos

Liber8 has operated in Lanarkshire for 18 years; our mission is to improve the health, wellbeing and the quality of people's lives, with a particular regard to reducing the negative impact of alcohol and substance misuse on the individual, families and communities.

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, open access available to everyone; choice for people using our services; the improvement of the health and wellbeing for all and quality assurance - to provide the best quality service.

We operate in accordance with our values of:

- 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

### The Beacons Initiative

Liber8 is the host organisation for The Beacons Initiative; four Recovery focused venues in the four localities of South Lanarkshire, Hamilton/Blantyre: Cambuslang/Rutherglen: Clydesdale / Lanark and East Kilbride.

The Beacons provide a range of recovery focussed activities to individuals and families in recovery from alcohol, substance use and mental health issues in South Lanarkshire. The initiative has a particular focus on upskilling people with lived experience and to provide assertive outreach activities; targeting those people who are often deemed as 'hard to reach'; with the aim of increasing the numbers of people accessing and completing treatment and care support services and interventions successfully and promoting recovery for all.

The Beacons also offer a range of training opportunities for people with lived experience who are in recovery with the aim of establishing a 1st Responders Team of volunteers with lived experience, this team will become the front door entry system for people accessing the Beacons.

Liber8 are seeking to recruit a part time Counsellor / Therapist to join our Beacons team and to support the ongoing successful Beacons Initiative.

The post holders would be expected to deliver evidence-based techniques, recommended by NICE/SIGN as, effective approaches in addictions, mental health issues, and associated issues. Further they will contribute to the Beacons ethos of having open, welcoming and Psychologically Informed Environments.

# Job Description

## Job Role: Counsellor / Therapist

### Purpose of Job Role

The postholder, will provide specialist counselling/therapy and group work to individuals, who have experienced alcohol and or substance use and associated issues. Demonstrable Experience of working in the area of alcohol and or substance use and facilitating, or co-facilitating therapy groups is a requirement for this post.

The post holder will work closely with the Beacons team including the Beacon's Clinical Psychologist to promote, encourage and celebrate recovery and maintain a psychologically informed environment

We are looking for counsellor/ therapist who work in an integrative way, rather than being confined to a single therapeutic approach. We also welcome applications from those who are able to bring experience of expressive and creative therapies to their work

### Key responsibilities

- Provision of effective clinical assessments and evidence-based treatment plans
- Be able to understand clinical presentations and needs, and to develop an effective approach to meeting these using established counselling and/or psychotherapeutic models.
- Supporting clients to set and achieve identified goals, positive outcomes and assessing and demonstrating progress to ensure timely completion of treatment
- Working to BACP/COSCA/BABCP, Standards and Ethical Frameworks.
- Maintaining own professional standards and accreditations, including CPD and any other requirements
- 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, relapse prevention and recovery management
- Delivering a structured therapeutic programme through group-work sessions and one to one intervention.
- Where required, take responsibility for the planning and delivery of psycho- educational workshops
- Communicate effectively with a range of individuals, volunteers, clients, professionals, and organisations
- 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.
- 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

### Other responsibilities

- Contribute towards a healthy organisational culture, reflecting the values of The Beacons encompassing safe, positive and constructive relationships, shared commitment to respect and equality, fair and equal treatment, good communication and anti-discriminatory practice.
- Accurately maintain all recording systems - paper based and computerised (including databases) and ensuring compliance with Liber8's procedures, providing regular reports as required
- Maintain clear, accurate individual records, which are accessible to people within the agreed policy
- The post holder will be expected, at all times, to be familiar and comply with the policies, procedures and guidelines for good practice, issued by Liber8 and The Beacons.

## Person Specification

<b>Counsellor / Therapist</b>	Essential:	Desirable
<b>Qualifications &amp; Experience</b>		
<ul style="list-style-type: none"> <li>▪ Minimum qualification of Diploma in Counselling</li> <li>▪ Minimum of 2-year experience working with the target group</li> <li>▪ Good interpersonal skills as interaction with people and family members will be a daily occurrence and may require a sensitive approach.</li> <li>▪ Ability to work autonomously and prioritise workload under the direction of line management</li> <li>▪ Experience of working in a related community setting</li> <li>▪ Excellent verbal and written communication skills</li> <li>▪ Understand the impact of alcohol or drug misuse on individuals, families, and communities.</li> </ul>	✓ ✓ ✓ ✓   ✓	    ✓ ✓
<b>Skills, Experience &amp; Knowledge</b>		
<ul style="list-style-type: none"> <li>▪ At least 2 years' experience working in a similar discipline or environment</li> <li>▪ Knowledge of and experience of working with people who have lived experience</li> <li>▪ A good understanding of recovery, alcohol/ substances use/ recovery /mental health issues and how they affect people</li> <li>▪ Deep understanding and experience of working through collaboration and participation, within a volunteer, participatory, visitor or user focused environment.</li> <li>▪ Practical problem-solving skills and ability to suggest options and alternatives</li> <li>▪ A competent knowledge of Microsoft Office / IT</li> <li>▪ Understanding of issues involving vulnerable client group and community organisations.</li> <li>▪ Capable of building strong relationships with internal and external stakeholders</li> <li>▪ Experience of supporting people, taking a person-centred approach.</li> </ul>	✓   ✓ ✓ ✓ ✓ ✓ ✓	 ✓  ✓   ✓  ✓
<b>Personal Attributes</b>		
<ul style="list-style-type: none"> <li>▪ Evidence of key interpersonal skills such as active listening, cultural sensitivity, healthy working boundaries, non-judgemental and an ability to manage conflict.</li> <li>▪ Evidence of working with people from varying backgrounds – service users, participants, volunteers, frontline staff, and partner agencies</li> <li>▪ Self-motivated and can work on own initiative.</li> <li>▪ Flexible and hands on approach to work</li> <li>▪ Excellent communication and time management skills</li> </ul>	✓  ✓ ✓ ✓ ✓	
<b>Work requirements</b>		
<ul style="list-style-type: none"> <li>▪ Willingness to cover a wide geographical area</li> <li>▪ Full driving licence and access to own transport with appropriate business insurance.</li> <li>▪ Flexible work patterns including evenings and weekends. Able to take part in rota system</li> <li>▪ This post is subject to Membership of the Protection of Vulnerable Groups Scheme (PVG) and a disclosure satisfactory to Liber8 is required.</li> </ul>	✓ ✓ ✓ ✓ ✓	
<b>Communications and relationships</b>		
<ul style="list-style-type: none"> <li>▪ The post holder is required to develop and maintain internal and external positive working relationships with colleagues and partner agencies</li> <li>▪ The post holder will create, develop, and maintain positive relationships with individuals, using skills and experience and including core conditions for example, warmth, empathy, compassion, and non-judgemental approach</li> </ul>	✓  ✓	