



## Young People's Therapeutic Support Worker (21 hours): Job Description

<b>Title</b>	Young People's Therapeutic Support Worker
<b>Hours</b>	21 hours per week
<b>Salary</b>	£29,393 per annum (FTE)
<b>Pension entitlement</b>	An employer's contribution of 8% is payable
<b>Annual leave entitlement</b>	30 days, plus 12 days Public Holidays
<b>Responsible to</b>	Support and Development Lead

### Purpose of the post

The overall aim of this post is to provide therapeutic support and advocacy to young people aged 11 to 18, who have experienced any form of sexual violence, whether recently or in the past.

### Summary of main responsibilities and activities

1. Provide trauma-informed therapeutic support to young survivors of all forms of sexual violence, or their friends and family, through face-to-face contact, as well as phone, email, online and text.
2. Provide advocacy support and information to young people who have reported to the police, or who are considering making a report, or who are engaged in the justice process.

3. Ensure support is delivered within the boundaries of policy, procedures and relevant legislation, including safeguarding, data protection, equalities, and health and safety.
4. Ensure the effective implementation of relevant referral pathways to ensure young survivors have access to the services they need, building positive working relationships with key stakeholders to ensure a collaborative approach to support for young survivors.
5. Contribute to monitoring and evaluation frameworks to evidence the impact of the support service for young survivors of sexual violence; including national OASIS database completion, production of statistical data and participation in any funding reports and evaluations.
6. Participate in Rape Crisis network meetings, development days and training with Rape Crisis Scotland and member centres. This may involve some travel and occasional overnight stays.
7. Attend training as required
8. Participate in regular support and supervision sessions.
9. Any other duties that are relevant to the post and agreed with Moray Rape Crisis.

### Person Specification

<b>CRITERIA</b>		<b>ESSENTIAL</b>		<b>DESIRABLE</b>
Knowledge	E1	Understanding of a feminist analysis of sexual violence.	D1	Understanding of the factors that may help or hinder reporting or disclosure of sexual violence
	E2	Understanding of the impact of sexual violence and trauma		
	E3	Some working knowledge of the Criminal Justice system as it relates to gender-based violence	D2	Understanding of independent advocacy principles
Skills and Abilities	E4	Excellent communication and negotiation skills.	D3	Monitoring, data analysis and evaluation skills
	E5	Capable of using own initiative and of meeting tight deadlines.	D4	Knowledge and understanding of service monitoring and evaluation.
	E6	Experience of maintaining professional boundaries.	D5	Experience of service user involvement/participation.
	E7	Excellent organisational skills.		
	E8	Skilled in use of IT e.g. for case notes, reports, email, internet searches.		
	E9	Ability to communicate confidently and persuasively with a variety of groups, organisations and agencies.		
Experience	E10	Experience of providing one-to-one, crisis, emotional and practical support and information to vulnerable young people.	D6	Experience of providing individual support for young survivors of sexual violence.
	E11	Experience of delivering emotional/psychological support work involving mental health and/or trauma	D7	Experience and skills in facilitating group support.
			D8	Experience of multi-agency working

	E12	Experience of working to a trauma-informed approach with service users.	D9	Experience of delivering outreach support or of work in a secondary school setting.
	E13	Experience of supporting people who self harm and/or express suicidal intention.	D10	Experience of service development and/or taking the lead on specific pieces of work.
	E14	Experience of managing a caseload.		
	E15	Experience of child protection and vulnerable adult protection guidelines and legislation.		
	E16	Sound experience of successful team working.		
Qualifications	E17	Diploma or equivalent qualification in Counselling or Psychotherapy.	D11	Rape Crisis Scotland, Violence Against Women or Gender Based Violence training.
Other	E18	Clear commitment to equalities and diversity and anti-discriminatory practice.		
	E16	A resilient approach and clear strategies for managing self at work.		
	E17	Able to undertake evening/weekend work as required		
	E18	Act with integrity and respect when working with all service users, agencies and individuals.		
	E19	Ability to travel across Moray and elsewhere for training & network meetings as required by the post.		