



Therapeutic Support Worker (28 hours): Job Description

Title	Therapeutic Support Worker
Hours	28 hours per week
Salary	£29,391 per annum (FTE)
Pension entitlement	8%
Annual leave entitlement	30 days, plus 12 days Public Holidays (FTE)
Responsible to	Manager

Purpose of the post

The overall aim of this post is to provide trauma-informed therapeutic support, advocacy and group work for survivors of sexual violence in Moray. The post will mostly support adult survivors, though on occasion may include some support of young people.

Summary of main responsibilities and activities

1. Provide trauma-informed therapeutic support for survivors of all forms of sexual violence, their friends and family, through individual face-to-face contact, as well as phone, email, online and text.
2. Co-develop and co-facilitate programmes of group support for survivors.
3. Provide advocacy support and information to survivors considering, or engaging with the criminal justice system.

4. Ensure support is delivered within the boundaries of policy, procedures and relevant legislation, developing additional location specific guidance where necessary.
5. Ensure the effective implementation of relevant referral pathways to ensure survivors have access to the services they need, building positive working relationships with key stakeholders to ensure a collaborative approach to survivor support.
6. Contribute to monitoring and evaluation frameworks to evidence the impact of the support service for survivors of sexual violence and for partner agencies; including national OASIS database completion, production of statistical data and participation in any funding reports and evaluations.
7. 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.
8. Attend training as required
9. Participate in regular support and supervision sessions.
10. Any other duties that are relevant to the post and agreed with Moray Rape Crisis.

Person Specification

CRITERIA		ESSENTIAL		DESIRABLE
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	
	E6	Experience of maintaining professional boundaries.	D5	
	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 emotional and practical support and information to vulnerable individuals.	D6	Experience of multi-agency working.
			D7	
	E11	Experience of delivering emotional/psychological support work involving mental health and/or trauma.	D8	Experience of service development and/or taking

	E12	Experience and skills in working with groups.		the lead on specific pieces of work.
	E13	Experience of working with people affected by rape and/or other forms of sexual violence		
	E14	Experience of supporting people who self-harm and/or express suicidal intention.		
	E15	Experience of managing a caseload.		
	E16	Experience of child and adult protection guidelines and legislation.		
	E17	Sound experience of successful team working.		
Qualifications			D10	Counselling, Social Work, Community Education or other relevant qualification
			D11	Rape Crisis Scotland, Violence Against Women or Gender Based Violence training.
Other	E18	Commitment to equality & diversity and anti-discriminatory practice		
	E19	A resilient approach and clear strategies for managing self at work.		
	E20	Able to undertake evening/weekend work as required.		
	E21	Act with integrity and respect when working with all service users, agencies and individuals.		

	E22	Ability to travel across Moray and elsewhere for training & network meetings as required by the post.		
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