

Job Description – Senior Outdoor Therapist

JOB DETAILS

Job Title	Senior Outdoor Therapist	Line Manager	Locality Manager
Directorate	Operations	Salary Range	£30,500

ORGANISATION OVERVIEW

Venture Trust supports people facing challenging life circumstances to overcome barriers and realise their potential. We work alongside people who have been impacted by trauma, and together we build the programme they need to move forwards in their journey.

Our strengths lie in the trust and relationships we forge, our therapeutic approach, and in harnessing the transformational benefit of being outdoors and amongst nature. Working in communities, in greenspaces and journeying through some of Scotland’s most wild places, we meet people where they are. By taking time to create safe relationships, we can support people to grow. We work to create community, to strengthen support systems and accompany people as they reach new places. This relational approach allows people to develop in sustainable and meaningful ways.

Our values underpin everything we do:

- **Courage** - we remain brave when things are tough
- **Care** - we will attend to people and place
- **Curiosity** - we are thoughtful
- **Collaboration** - we work together for greater impact

JOB OVERVIEW

As Senior Outdoor Therapist, you have a vital role in the delivery of this pioneering service. You will deliver effective, safe and accessible individual therapy to children (10+) and young people. On occasion you may also work with adults and groups. You will be responsible for ensuring the ethical and inclusive delivery of therapy to a diverse range of clients. This will include those who may have current or historical experience of poverty, social isolation, abuse, traumatic or adverse events, severe and multiple disadvantages and the associated impact.

As Senior Outdoor Therapist you will have broad responsibilities in the outdoor therapy service, such as line management of outdoor therapists and liaising with other departments, such as Funding and Comms. You will manage reviews of outdoor therapy processes and policies. You will provide ongoing administrative support to the service and clinical practice manager, including the organisation of internal/external trainings, amongst other things.

You may be required to deliver training to other groups and organisations, as well as within Venture Trust. Working closely with colleagues in a multi-disciplinary team, you will be expected to collaborate and contribute to multi-disciplinary work. You may be asked to contribute towards day activities in urban greenspaces, or, if relevant, wilderness journeys.

MAIN RESPONSIBILITIES

Outdoor Therapy

- Be consistently available to offer ongoing, regular outdoor therapy to clients, in particular, children 10+ and young people
- Uphold clinical practice standards and ethical standards at all times, and offer appropriate clinical interventions relevant to the client
- Meet clients on a regular basis as appropriate at an outdoor location, and on occasion indoors or online/by phone
- Undertake client assessments on intake and make recommendations on suitability
- Work in accordance with the relevant policies and legislation, including maintaining accurate and up to date client notes and associated paperwork
- Liaise with parents/caregivers, schools, partners and stakeholders
- Proactively and accurately communicate with the Locality Manager regarding caseload management, line management, and risk considerations
- Regularly present cases and participate in reflective practice spaces and supervision
- Committed to personal reflective practice and continued professional development
- Be accountable and responsible for the safety of individuals and groups in dynamic outdoor situations
- Identify and maintain knowledge of outdoor activities and resources to fit with a changing environment of weather and seasons

Senior Responsibilities

- Provide line management to outdoor therapists and, where relevant, student placements
- Review and update outdoor therapy policies and procedures alongside clinical practice manager
- Provide administrative support to service and clinical practice manager, including managing administration of internal/external trainings and student placements
- Track clinical practice issues, such as GDPR, professional membership, supervision
- Liaise with different departments in Venture Trust, including Comms. and Marketing, Funding etc.
- Develop partnerships and attend network meetings related to the service.

Safety and Health

- Ensure the minimum standards are upheld to maintain ongoing professional registration
- Adhere to the Statement of Ethics and Code of Practice or Ethical Framework of the professional body with which you hold a valid membership e.g. COSCA, BACP, UKCP etc
- Operate within Venture Trust safety management systems, in line with policy and procedure
- Maintain the security and safety of self, premises and confidential records
- Maintain the safety of clients through policy adherence and clinical assessment
- Keep all skills up to date and relevant, ensuring you work within your own competency

Multi-Disciplinary Team Work

- Work collaboratively as part of a multi-disciplinary team.
- Support the development of Venture Trust's programmes. This may include community and wilderness-based outdoor and environmental activities.

Practice Development

- Representing and promote Venture Trust with partners through training, networking and consultancy opportunities, as well as Venture Trust more widely.
- Work to develop and validate the outdoor therapy approach as equal in value to other 'traditional' services.
- Involvement with professional networks nationally, at a European level and internationally where appropriate.
- Support development and delivery of professional outdoor therapy trainings.

Other:

- Undertake training and professional development as required
- Undertake any other reasonable duties as may be required

PERSON SPECIFICATION

Knowledge, Skills and Experience

Essential:

- Educated to at least Post Graduate Diploma Level in Counselling or Psychotherapy.
- Hold a current professional membership and registration with an appropriate body (e.g. COSCA, BACP, UKCP etc)
- Minimum of three years of post-qualifying experience in ongoing practice
- Experience and/or training in working with children (10+) and young people.
- Experience working with Venture Trust's client group in a supportive or therapeutic role
- Experience of working with complex presentations in therapy
- Experience of managing people
- Willingness and demonstrable personal competence to safely work outdoors in challenging conditions
- Ability to manage unexpected situations in a dynamic outdoor environment
- Experience of implementing GDPR regulations and appropriate legislation

Desirable:

- Outdoor qualifications, such as Summer Mountain Leader
- Accreditation with a professional body or commitment to pursuing
- A post-qualifying specialism or Masters degree
- Training in practices associated with working with the impact of trauma, such as mentalisation based treatment, somatic interventions, internal family systems and dialectical behaviour therapy
- Experience of facilitating group therapy
- Experience or training in supervision of therapists

ADDITIONAL INFORMATION

- This post is subject to a PVG from Disclosure Scotland and basic driver checks

Venture Trust is a living wage employer and committed to promoting equality and diversity.