

Therapist / Counsellor Information Pack

Organisation	Liber8 Lanarkshire
Job Title	Mental Health & Wellbeing Practitioners
Located/Base	South Lanarkshire
Hours	Full and part time available
Salary	£29,120 - £32,760 (pro rata) depending on experience
Reports To	Project Manager

Host Organisation Operating Principles & Ethos

Liber8 has operated in Lanarkshire for 20 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's Beacons Project is four Recovery focused venues in the four localities of South Lanarkshire, Hamilton/Blantyre: Cambuslang/Rutherglen: Clydesdale / Lanark and East Kilbride. Due to the success of the past four years, we are significantly expanding our team and require counsellors to join this dynamic project.

The Beacons provide a range of recovery focused activities and opportunities to people in their recovery journey to help maintain and continue with their journey. There are also activities and services available to families of loved ones in recovery.

Liber8 are seeking to recruit 1.5 Mental Health & Wellbeing Practitioners to join our Beacons team and to support the ongoing successful Beacons Project.

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. Essentially, they will be competent in designing and delivering psychoeducational group programmes and workshops. Further they will contribute to the Beacons ethos of having open, welcoming and Psychologically Informed Environments.

Job Description

Job Role: Mental Health & Wellbeing Practitioners

Purpose of Job Role

If you are passionate about supporting people's mental health and emotional well-being, this may be the job for you. A large element of our work at the Beacons is supporting mental health and wellbeing. We help people talk about how they're feeling, making sure they don't feel alone, while providing a range of psychosocial interventions to aid their own knowledge, understanding and in doing so help them to maintain their recovery.

We are seeking compassionate and dedicated Wellbeing Practitioners to join our dynamic multidisciplinary team in South Lanarkshire. As part of the Beacons Recovery Project, you'll play a crucial role in delivering high-quality, 1-1 interventions and group work services to participants and lived experience volunteers who are engaged with the Beacons seeking to maintain their journey from alcohol/substance and associated issues. Many people using the Beacons have been negatively affected or are at risk of being affected by poor emotional and or mental health. The Beacons have been recognised locally and nationally as an example of an innovative and holistic projects.

As a Wellbeing Practitioner, you'll effectively engage with people to deliver 1-1 and group work support, predominantly within the Beacons across the four localities of South Lanarkshire. As part of a dynamic and supportive team, you'll work alongside qualified counsellors and recovery staff who are committed to making a positive impact in what is a truly rewarding role.

The post holder will provide timely non-clinical, low level mental health and wellbeing support to prevent escalation in mental health conditions and co-ordinate referrals to specialist mental health providers from a network of high-quality statutory, and non-statutory sector agencies.

The Beacons team support people seeking recovery from alcohol/substances use issues and who may experience a common emotional or mental health problem in the self-management of their recovery. Building a professional relationship of trust in a non-judgmental manner with every person as a basis for developing and enabling therapeutic relationships. This ranges from providing informal information, support, and signposting, facilitating group activities and forums, to developing and training Peer Mentors and delivering participants engagement activities. You will work alongside the other staff in the Recovery Team delivering high quality, emotional and mental health support during the persons journey of recovery and in onward planning for their chosen destination.

Key responsibilities

- Operate a suitable appointment system flexible and the provision of a scheduled drop-in service if an identified need.
- Delivering interventions with participants and lived experience volunteers on a 1:1 basis or group setting.
- Focus on resilience and wellbeing at the earliest intervention level.
- Work cohesively with colleagues to identify, design and deliver workshop sessions and group programmes around specific topics, including relapse prevention, emotional regulation.
- Provide participants with a range of psychosocial and psychological group work sessions/workshops/programmes to help improve emotional and mental health, topics including anxiety/ social skills /social anxiety.
- Providing case/care planning management, including undertaking assessing, reviewing and managing risks and onward referral if required.
- Develop strong professional relationships with internal and external colleagues.
- Liaise with external agencies as appropriate.
- Undertake clinical supervision, on a regular basis in line with relevant professional and Liber8's guidelines and policies.
- Work closely with other members of the team ensuring appropriate step-up and step-down arrangements are in place to maintain a stepped care approach.
- Contribute to the evaluation of the project by using a range of mental health and wellbeing, evaluation and measurement tools, including CORE System.
- Develop and facilitate theme-based supportive discussion groups and awareness sessions for participants, working alongside the recovery workers.
- Supporting participants and lived experience volunteers to set and achieve identified goals, positive outcomes and assessing and demonstrating progress to ensure timely completion of treatment.
- Develop and maintain adequate records of clinical work: maintain accurate and up to date records of all work undertaken and to produce evaluative reports and presentations when required.
- Maintaining own professional standards and accreditations, including CPD and any other requirements and working to Standards and Ethical Frameworks.
- To provide supportive supervision where appropriate to recovery team and students.
- To offer consultation, advice and decision support to colleagues.
- To operate within Liber8's policies and procedures and promoting equality 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.

<p style="text-align: center;">Job Specification Qualifications & Experience</p>	<p style="text-align: center;">Essential:</p>	<p style="text-align: center;">Desirable</p>
<ul style="list-style-type: none"> ▪ A professional qualification (Minimum Diploma level) in relevant discipline for example, qualification in low intensity, from an accredited course with the BACP/BABCP/BPS 	√	
<ul style="list-style-type: none"> ▪ Minimum of 2-year experience working within similar environments 	√	
<ul style="list-style-type: none"> ▪ Assess and supports people with a common mental health problem in the self-management of their Recovery. 		√
<ul style="list-style-type: none"> ▪ To undertakes person-centred interviews which identifies areas where the person wishes to see change and or recovery and makes an accurate assessment of risk to self and others. 	√	
<ul style="list-style-type: none"> ▪ Make decisions on suitability of new referrals, adhering to the department's referral protocols, refers. 	√	
<ul style="list-style-type: none"> ▪ Refer people on to the relevant services or back to the referral agent as appropriate. 		√
<ul style="list-style-type: none"> ▪ Have the knowledge of assessment procedures, screening, referral, record-keeping, and evidence-based brief psychological interventions. 	√	
<ul style="list-style-type: none"> ▪ An understanding of the mental health issues faced people in recovery. 	√	
<ul style="list-style-type: none"> ▪ Ability to keep the person as the focus and ensure their feelings and wishes are represented in meetings and record keeping. 	√	
<ul style="list-style-type: none"> ▪ Ability to communicate effectively and engagingly and to maintain independent professional relationships, boundaries. 	√	
<ul style="list-style-type: none"> ▪ Demonstrable application of working with a diverse community and promoting the principle of recovery for all. 	√	
<ul style="list-style-type: none"> ▪ Evidence of working with people who have experienced a mental health problem. 	√	
<ul style="list-style-type: none"> ▪ Excellent verbal and written communication skills 		√
<ul style="list-style-type: none"> ▪ Understand the impact of alcohol or drug misuse on individuals, families, and communities. 		√
<ul style="list-style-type: none"> ▪ Experience in working with people including working with trauma & risk issues. 		√
<ul style="list-style-type: none"> ▪ Experience of working to brief/short term & longer-term models. 		√
<ul style="list-style-type: none"> ▪ Evidence of post qualification training and CPD 		√

Skills, Experience & Knowledge		
<ul style="list-style-type: none"> ▪ At least 2 years' experience working in a similar discipline or environment. ▪ Knowledge of and experience of working with people who have lived experience. ▪ Experience of crisis planning and coping strategy work. ▪ A good understanding of recovery, alcohol/ substances use/ recovery /mental health issues and how they affect people. ▪ Deep understanding and experience of working through collaboration and participation, within a volunteer, participatory, visitor or user focused environment. ▪ Participate in supervision and regular team meetings, taking responsibility for own work and escalating concerns. ▪ Ability to provide feedback, progress reports and contribute to evaluations for the contractual reporting requirements as required. ▪ Working within a multi-agency social care or health environment ▪ Practical problem-solving skills and ability to suggest options and alternatives. ▪ A competent knowledge of Microsoft Office / IT ▪ Understanding of issues involving vulnerable client group and community organisations. ▪ Capable of building strong relationships with internal and external stakeholders ▪ Knowledge of harm reduction approaches and wider substance use issues. ▪ Good interpersonal skills, as interaction with colleagues, participants volunteers and family members will be a daily occurrence and may require a sensitive approach. ▪ Self-motivated and can work on own initiative, flexible and hands 'can do' approach to work. ▪ Knowledge and Experience of a Psychological Informed Environment 	<p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p>	<p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p>
Work requirements		
<ul style="list-style-type: none"> ▪ Willingness to cover a wide geographical area. ▪ Full driving licence and access to own transport with appropriate business insurance. ▪ Flexible work patterns which may occasionally including evenings and weekends. ▪ Fulfil Clinical Supervision and use effectively as per requirements. ▪ This post is subject to Membership of the Protection of Vulnerable Groups Scheme (PVG) and a disclosure satisfactory to Liber8 is required. 	<p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p>	