

Therapist / Counsellor Information Pack

Organisation	Liber8 Lanarkshire
Job Title	Counsellor / Therapist x 3
Located/Base	South Lanarkshire
Hours	3 days x (p/t 21 hr)
Salary	£30,940 - £32,760 (pro rata) depending on experience
Reports To	Counsellor Coordinator

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 3 part time Counsellor / Therapists 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 and Job Specification

Job Role: Counsellor / Therapist

Purpose of Job Role

The postholder, will provide specialist counselling/therapy and group work to people, 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 groups is a requirement for this post.

The post holder will work closely with the Beacons team including the mental health and wellbeing practitioners to promote, encourage and celebrate recovery. They will be able to foster a culture and and maintain a psychologically informed environment. We are looking for counsellors/ therapists 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

- Operate a suitable appointment system flexible to the needs of providing a scheduled drop-in service if an identified need.
- Provide participants with a range of psychosocial and psychological group work sessions/workshops/programmes on a variety of topics e.g. anxiety/ social skills /social anxiety/ emotional regulation / relapse prevention.
- Contribute to the evaluation of the project by using a range of clinical wellbeing, evaluation and measurement tools, including CORE System.
- 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.
- Develop and facilitate theme-based supportive discussion groups and awareness sessions for participants, working alongside the recovery workers.
- Supporting clients 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.
- Working to BACP/COSCA/BABCP, Standards and Ethical Frameworks.
- Maintaining own professional standards and accreditations, including CPD and any other requirements
- To deliver group work relating to substance use, relapse prevention and recovery management.
- Delivering a structured therapeutic programme through one-to-one intervention.
- Where required, take responsibility for the planning and delivery of psycho- educational workshops.
- To work in accordance with Liber8s policies, procedures and working practice agreements.

- 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.

Qualifications & Experience	Essential:	Desirable
<ul style="list-style-type: none"> ▪ Minimum qualification of Diploma in Counselling ▪ Minimum of 2-year experience working with similar presentations ▪ Experience of working in a related community setting ▪ Excellent verbal and written communication skills ▪ Understand the impact of alcohol or drug misuse on individuals, families, and communities. ▪ Experience in individual counselling with people including working with trauma & risk issues. ▪ Experience of working to brief/short term & longer-term counselling models. ▪ Evidence of post qualification training and CPD 	<ul style="list-style-type: none"> √ √ √ √ √ √ √ √ 	<ul style="list-style-type: none"> √ √ √
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. ▪ 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. ▪ 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 on approach to work. ▪ Knowledge and Experience of a Psychological Informed Environment 	<ul style="list-style-type: none"> √ √ √ √ √ √ √ √ √ √ √ √ 	<ul style="list-style-type: none"> √ √ √ √ √
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 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. 	<ul style="list-style-type: none"> √ √ √ √ √ 	<ul style="list-style-type: none">